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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN
(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Third periodic report of States parties*

JAPAN

* For the initial report submitted by the Government of Japan, see CEDAW/C/5/Add.48, Amend.1 and Corr.1; for its consideration by the Committee, see CEDAW/C/SR.108, CEDAW/C/SR.109 and CEDAW/C/SR.111, and Official Records of the General Assembly, Forty-third Session, Supplement No. 38 (A/43/38), paras. 232-289. For the second periodic report submitted by the Government of Japan, see CEDAW/C/JPN/2.

Introduction

1. This is Japan's third periodic report submitted to the Secretary-General of the United Nations in accordance with article 18 of the Convention on the Elimination of All Forms of Discrimination against Women (hereinafter referred to as "the Convention") which Japan ratified in 1985.

2. Japan submitted its initial report (CEDAW/C/5/Add.48) in March 1987, which was considered at the seventh session of the Committee on the Elimination of Discrimination against Women in 1988. Its second report (CEDAW/C/JPN/2) was submitted in February 1992, and is to be considered at the thirteenth session of the Committee scheduled in 1994.

3. The present report covers developments on the implementation of the Convention in Japan for the period of about two years from the point of drafting the second report (July 1991) up to September 1993, as well as other information not included in the previous reports. The report also provides information on the present situation of Japanese women in Part I.

4. After the submission of the second report to the Secretary-General, the Government of Japan held a meeting of the members of the Advisory Council to the President of the Headquarters for the Planning and Promoting of Policies Relating to Women to be briefed on and listen to their views on the report. It also distributed copies of the Japanese version widely among the concerned members of the Diet, political parties, major women's organizations, journalists, officials of local governments who are responsible for women's affairs and other interested individuals.

In drafting the present report, views of the various women's groups and academics in relation to the second report were taken into consideration, and the Advisory Council was consulted on the contents of the present report.

The Advisory Council is a private advisory body to the Prime Minister who is the President of the headquarters for the Planning and Promoting of Policies Relating to Women, which is Japan's national machinery to promote comprehensive measures relating to women. The Advisory Council consists of experts on women's affairs, and includes representatives of national women's organizations, academics, journalists, representatives of trade unions and others who represent various groups of women.

5. As a party to the Convention, the Government of Japan is committed to continuing its efforts to eradicate all forms of discrimination against women to achieve real equality between men and women.

PART ONE. SITUATION OF JAPANESE WOMEN

1. Population and vital statistics

In 1992, Japan had a population of approximately 124.45 million, of which 63.36 million were women and 61.1 million were men. Women outnumbered men by 2.26 million, and accounted for 50.9 per cent of the total population.

Japan is moving rapidly towards an aged society, and this trend is most apparent in its women's population. In 1992, women accounted for 59.4 per cent of the population aged 65 and over, and this percentage is projected to remain roughly at the same level.

In 1992, the life expectancy at birth was 82.22 years for women and 76.09 years for men. Both women's and men's life expectancies are the longest in the world.

The number of live births in 1992 was approximately 1,209,000 with the birth rate of 9.8 (per 1,000 persons). Both the annual number of live births and the crude birth rate are declining. Accordingly, the total fertility rate (the average number of children that would be born to each woman in her lifetime in accordance with the fertility rate of a given period: the sum of the age-specific fertility rates for women aged 15 to 49) dropped to 1.50, lower than the previous year's (1.53) which had been the lowest record in history. The low birth rate is largely the result of the remarkable rise in the proportion of unmarried young women in their twenties. One of the factors that has brought about this increase is said to be that women do not feel the burden of household chores and child-rearing has been alleviated under the present social mechanism while their economic situation is improving and it has become possible for them to choose various lifestyles.

In 1992, there were 754,441 marriages with the marriage rate of 6.1 (per 1,000 persons). Both have been on the increase since 1990. The mean age at first marriage was 26.0 years for women and 28.4 years for men, both of which have been on a constant rise.

As for divorce, in 1992 there were 179,191 divorces with the divorce rate of 1.45 (per 1,000 persons), and both the number and the rate have been increasing since 1990. In particular, divorces of couples with long marriage duration are increasing.

As for household size, the average number of persons per household is decreasing; in 1990, it dropped below 3 to 2.99.

Household patterns according to the relations between household members showed that in 1990, 76.7 per cent were family households that consisted of a head of the household and his/her relatives, and 23.1 per cent were one-person households; 26.4 per cent had a household member aged 65 or over, and such households are increasing.

The maternal mortality rate in 1991 was 9.0 per 00,000 births (the highest post-war record was 178.8 in 1955). The infant mortality rate in 1992 was 4.0 per 1,000 births for girls and 5.0 for boys (again, the previous record was 72.0 for girls and 81.0 for boys in 1947). Both rates are at a very low level.

During the year of 1992, 493 cases of acquired immune deficiency syndrome (AIDS) and human immunodeficiency virus (HIV) positives were newly found (those who were infected through blood products are not included), which is a considerable increase compared to 238 cases in the previous year. Apart from those who were infected through blood products, more women were infected with HIV than men (in 1992, 291 women compared to 202 men). Actual number of AIDS cases and HIV positives is estimated to be 8.7 times higher than the reported number.

In 1991, there were approximately 2,948,000 children/persons with disabilities, of which 1,150,000 women and 1,502,000 men were under care at home. The number of the mentally handicapped was approximately 385,000, of which 111,000 women and 158,000 men were under care at home.

2. Education

In 1992, girls' high school enrolment rate was 96.2 per cent (93.9 per cent for boys), which has been higher than boys' since 1969. The percentage of girls who advance to universities and junior colleges is also increasing annually; in 1992, the rate was 40.8 per cent for girls and 37.0 per cent for boys, and the girls' rate has been higher than boys' since 1989. As for the university enrolment rate, in 1992, it was 17.3 per cent for girls and 35.2 per cent for boys. Although there is still a gap between boys' and girls' rates, it is narrowing compared to the gap in 1980 (12.3 per cent for girls and 39.3 per cent for boys).

Proportions of women by courses of university faculties show that courses where women occupy the majority were home economics (98.3 per cent), arts (66.8 per cent), humanities (66.4 per cent) and education (54.8 per cent). In those courses where women's enrolment rate had been low, there was a considerable rise compared to 1980 in social science (17.4 per cent compared to 8.2 per cent in 1980) and agriculture (26.9 per cent to 11.5 per cent), and a minor increase in science (19.8 per cent to 15.9 per cent) and technology (5.5 per cent to 1.5 per cent).

In 1992, there were 8,141 women teaching staff in junior colleges (6,320 in 1980), which accounted for 38.5 per cent of all the teaching staff (38.6 per cent in 1980). Compared to 1980 figures, while there was an increase in number, the percentage remained at the same level. The number of women teaching staff in universities was 12,380 in 1992 (8,630 in 1980), which accounted for 9.6 per cent of university teaching staff (8.4 per cent in 1980). Compared to 1980 figures, both the number and the percentage have increased.

In 1992, the employment rate of junior college graduates was 86.8 per cent for women and 70.6 per cent for men while that of university graduates was 80.4 per cent for women and 79.7 per cent for men. In both cases women's rates

were higher than men's. Among graduates, except those who go on to post-graduate courses, the percentage of those who find a job has increased for both men and women during the last 10 years. In particular, women's employment rate shows a remarkable rise. As for junior college graduates, the employment rate was 89.9 per cent for women and 81.3 per cent for men. As for university graduates, it was 84.9 per cent for women and 89.4 per cent for men.

3. Employment

The female work force in Japan (the sum of the employed and the unemployed) is on the increase; in 1992, it amounted to 26,790,000, or 40.7 per cent of the total work force. Of the female work force in 1992, 26,190,000 were employed, and 600,000 were unemployed with the unemployment rate of 2.2 per cent (the unemployment rate for the male work force was 2.1 per cent).

The female labour force participation rate (percentage of work force in the population aged 15 and over) is also increasing; in 1992, it was 50.7 per cent (while the male labour force participation rate was 77.9 per cent. Female labour force participation rates for age groups form an M-shaped curve, with the rates for women aged 20-24 (75.6 per cent) and 45-49 (72.0 per cent) at the peaks and the rate for women aged 30-34 (52.7 per cent) at the bottom. This shows that many women in Japan stop working due to marriage and child-bearing, and go back to work after bringing up children. The curve, however, is shifting upwards as a whole.

The labour force participation rates by marital status is as follows: in 1992, 57.4 per cent in the unmarried group, 52.9 per cent in the married group and 32.7 per cent in the divorced and the widowed group. Of the 26,190,000 female workers, 19,740,000 were employees (75.4 per cent of the total female work force), while 2,630,000 were self-employed (10.0 per cent) and 3,750,000 were family workers (14.3 per cent). While the percentage of employees continues to increase, those of the self-employed and family workers are declining.

Distribution of female work force by industry is as follows: in 1992, 6,180,000 women (31.3 per cent of the female work force) were in services, 5,380,000 in retail business and restaurants (27.3 per cent), and 4,940,000 in manufacturing (25.0 per cent). Thus 83.6 per cent of the female work force was engaged in those three areas. Compared to the figures for 1980, the employment share in manufacturing has declined, and the share in services, retail business and restaurants have increased.

By occupation, in 1992, 6,890,000 were clerical workers, 3,850,000 were skilled and other workers engaged in manufacturing and construction, 2,710,000 in professional and technical work, 2,510,000 in sales, and 2,220,000 in security work and services.

Women also form the majority in clerical work (59.3 per cent) and security work and services (52.6 per cent). The percentage of women in managerial work rose, though marginally, from 5.1 per cent in 1980 to 7.9 per cent in 1992.

Average length of service of women in 1992 was 7.4 years. Although this is shorter than that of men (12.5 years), it has increased compared to 6.1 years in 1980.

As for the gap between wages of male and female workers, if part-time workers (whose working hours per day or working days per week are less than those of ordinary workers in a certain establishment) are not included, scheduled salaries for female employees are 61.5 per cent of that for male employees. Possible reasons for this are the following.

In Japan, people in general are employed immediately after graduating from schools, and receive wage raises according to their experience and skills learned through in-house training and transfers. Therefore, wages of women workers, whose length of service is generally shorter than that of men, as mentioned above, tend to be lower.

If one looks at wages of ordinary workers (workers who are employed upon graduating from school and continue to work under the same employer) by their academic backgrounds in order to compare men's and women's wages under the same conditions in terms of age and length of service, one will find that, among high school graduates, female workers in their twenties earn approximately 90 per cent of what male workers earn, and around the age of 50 where the gap is widest women earn about 70 per cent of what men earn.

In addition, other factors such as the difference in fields of employment and occupation, and the low percentage of women in managerial posts have effects on the wage differential.

Female workers' working hours are shorter than men's. At the workplace with 30 workers and above, women's average monthly work hours per person in 1992 were 150.2 hours compared to men's 172.2 hours. Both men's and women's working hours are shorter than those in the previous year.

The gaps between men's and women's working hours are brought about by such factors as different regulations on overtime and holiday work for women and the high proportion of part-time workers in female labour force.

Women trade union members increased from previous years to 3,520,000 members in 1992, although the percentage of unionized members is estimated to be 17.6 per cent and continues to decline. On the other hand, the proportion of women in the total of trade union members increased from 27.6 per cent in 1980 to 28.2 per cent in 1992.

The number of employees in the non-agricultural sector whose working hours are less than 35 hours per week (hereinafter referred to as "part-time employees", which may be used as an alternative indicator to part-time workers) shows a constant increase. In 1992, there were 8,680,000 part-time employees, 68.2 per cent of which were women. Among all women employees, 30.2 per cent were part-time employees.

One of the issues related to employment today is sexual harassment in the workplace. Although sexual harassment is not clearly defined and the situation

has not been fully examined, in recent years there are cases in which women workers seek advice and counselling, and make charges involving sexual harassment. In some district courts, women employees won some of such cases although the court ruling cited an unlawful act under the Civil Code and did not directly refer to sexual harassment.

4. Status of women who are engaged in agriculture, forestry and fisheries

In 1992, 1,810,000 women engaged in agriculture, forestry and fisheries. The number is almost the same as that of men (1,940,000), and 74.6 per cent of those women are family employees.

As for their earnings, in 1988, 42.3 per cent of those women had a share of agricultural earnings. While 64.1 per cent of the women answered they had financial assets, only 8.6 per cent of them said they had real estate registered under their names.

Since most of the rural women do not have their own real assets, the percentage of rural women who have joined farmers' pension remains as low as 4.2 per cent in 1992.

Participation of women in social activities and decision-making in the local primary industries is still at a low level, though the situation is gradually improving. For example, women accounted for only 0.16 per cent of agricultural committee members (101 out of 62,166) in 1991, 12.2 per cent of full (individual) members of agricultural cooperatives (675,000 out of 5,526,000), and 0.11 per cent of management officers of the cooperatives (73 out of 66,538) in 1991. With a view to promoting women's participation in cooperative management, some agricultural cooperatives have appointed women to special advisors, although they are not statutory posts.

5. Result of the opinion poll concerning gender equality

The Government of Japan conducted an opinion poll concerning gender equality in November 1992. According to the result of the opinion poll, to the question whether the status of men and women are equal in certain areas, it was only in school education where a majority of both men and women answered "yes". In other areas, most men and women answered that men are treated better. the tendency was more apparent in politics (81.7 per cent of women and 73.7 per cent of men) and social standards, customs and traditions (78.8 per cent of women and 73.3 per cent of men). (See table 36 in the annex.)

The poll also shows that to the question "what is the most important to achieve equality between men and women in every field of society?" many of both men and women answered, "women's active efforts to empower themselves by gaining economic power and learning knowledge and technical skills" (28.1 per cent of women and 27.8 per cent of men), and "Reforming prejudices and rigid social practices, customs and traditions surrounding women" (26.3 per cent of women and 27.3 per cent of men). (See table 37 in the annex.)

6. Activities of non-governmental organizations (NGOs), etc.

(a) Liaison Group for the Implementation of the Resolutions from the International Women's Year Conference of Japan

In Japan, many women's organizations and groups are doing grass-roots activities nation-wide. In 1975, 41 national women's organizations cooperated with each other in holding the International Women's Year Conference of Japan where they adopted resolutions on the formulation of the National Plan of Action and other policies related to women. Those organizations formed the Liaison Group for the Implementation of the Resolutions from the International Women's Year Conference of Japan (International Women's Year Liaison Group), and since then the group has been working actively for the advancement of women. Their activities include submission to the President of the headquarters (Prime Minister) of petitions for the early ratification of the Convention and for the promotion of the National Plan of Action towards the Year 2000.

As of September 1993, the Liaison Group consists of 52 organizations.

(b) United Nations Development Fund for Women (UNIFEM) Japan Committee

The IWY Liaison Group, in conjunction with two organizations set up by the two designated cities, namely, Yokohoma Women's Association for Communication and Networking and Kitakyushu Forum on Asian Women, and other organizations established the UNIFEM Japan Committee in November 1992 and started activities to cooperate with UNIFEM, which supports the efforts of women in the developing countries to improve their lives through public relations and fund raising.

(c) Other NGO activities

Apart from the above-mentioned activities of the NGOs, there are many women's organizations and groups that are doing studies on the Convention and other activities in various parts of Japan. Those NGOs engage in a wide range of activities including culture and hobbies, conservation of environment and improvement of consumers' life from women's standpoint, and activities to enhance friendship between Asian countries. Those NGOs use their own facilities and women's centres and other institutions for women established by local authorities as a centre for their activities. Many NGOs form liaison groups and councils at national, prefectural and municipal levels to exchange information and coordinate joint activities.

7. Other developments

(a) Provisions on marriage and divorce under the Civil Code

Although married couples are free to choose either husbands' or wives' surnames upon marriage under the Japanese legal system, 98 per cent of wives have chosen their husbands' surnames in practice. Since in those cases the wives have to change their surnames, which causes inconveniences to women in their social activities, a view has been expressed that a husband and a wife should be allowed to assume separate surnames.

The Legislative Council, an advisory body to the Minister of Justice, is now reviewing the provisions pertaining to marriage and divorce under the Civil Code. In the light of the above-mentioned view, whether to allow a married couple to use separate surnames is one of the issues being considered by the Council.

(b) Prostitution involving foreign women

Among those women who have entered Japan as tourists from South-East Asia and other countries and overstayed illegally after the expiration of their landing permit, there are many who find themselves involved in prostitution and other indecent acts for various reasons. In order to prevent them, in April 1990, the Prostitution Countermeasures Council submitted to the Prime Minister a petition for strengthening of control of prostitution, examination of entry and visas as well as for strengthening of counselling and support system and the promotion of economic cooperation for developing countries. NGOs are also working strenuously to extend support and cooperation to those women.

PART TWO. OVERVIEW

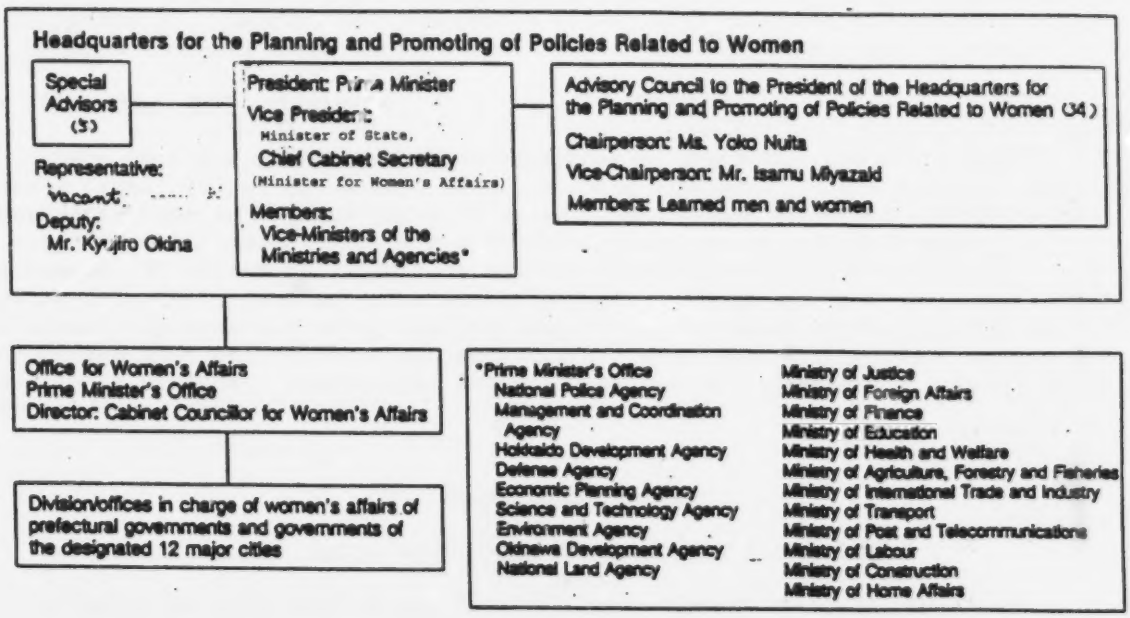
1. Appointment of the Minister for Women's Affairs

When Prime Minister Miyazawa reshuffled his cabinet in December 1992, he appointed the Chief Cabinet Secretary to serve as the first Minister of State responsible for Women's Affairs who takes charge of coordination of measures carried out by competent administrative organs for the sake of comprehensive promotion of women's affairs.

In January 1993, the Minister attended the Meeting of National Women Leaders to exchange views with the participants with a view to grasping the needs of women. The Minister also made efforts to promote women's participation in policy decision-making, as reported in the following sections. In the Hosokawa Administration which was formed on 9 August 1993, the Chief Cabinet Secretary was also appointed as the Minister responsible for Women's Affairs.

2. Machinery of the headquarters for the Planning and Promoting of Policies Relating to Women

Administrative organization for women's affairs, as of 15 August 1993


Headquarters for the Planning and Promoting of Policies Related to Women
Special Advisors (3)
Representative: vacant
Deputy: Mr. Kyojiro Okina
President: Prime Minister
Vice President: Minister of State, Chief Cabinet Secretary (Minister for Women's Affairs)
Members: Vice-Ministers of the Ministries and Agencies*
Advisory Council to the President of the Headquarters for the Planning and Promoting of Policies Related to Women (34)
Chairperson: Ms. Yoko Nuita
Vice-Chairperson: Mr. Isamu Miyazaki
Members: Learned men and women
Office for Women's Affairs
Prime Minister's Office
Director: Cabinet Councillor for Women's Affairs
Division/offices in charge of women's affairs of prefectural governments and governments of the designated 12 major cities
*Prime Minister's Office
National Police Agency
Management and Coordination Agency
Hokkaido Development Agency
Defense Agency
Economic Planning Agency
Science and Technology Agency
Environment Agency
Okinawa Development Agency
National Land Agency
Ministry of Justice
Ministry of Foreign Affairs
Ministry of Finance
Ministry of Education
Ministry of Health and Welfare
Ministry of Agriculture, Forestry and Fisheries
Ministry of International Trade and Industry
Ministry of Transport
Ministry of Post and Telecommunications
Ministry of Labour
Ministry of Construction
Ministry of Home Affairs

Mandates are as follows:

(a) The headquarters: To liaise with related administrative organs and promote comprehensive and effective policies for women including incorporating into national policies the decisions adopted at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women in Nairobi as well as measures necessary to implement the Convention on the Elimination of All Forms of Discrimination against Women.

(b) Special Advisers: To participate in following up the implementation of measures relating to women, in monitoring women's affairs and, when necessary, in measures promoted by the headquarters.

(c) Advisory Council: To gather and present opinions to contribute to the planning and promotion of measures relating to women.

(d) Strengthening of the headquarters: In July 1993, the headquarters decided on "Strengthening of the Machinery to Promote Active and Joint Participation of Men and Women in Society" to manifest the direction of measures to be taken by the Government, of which the details are provided in Part Three, 2, article 3.

3. The New National Plan of Action towards the Year 2000 (First Revision)

As the first medium term for the implementation of the concrete measures of the New National Plan of Action towards the Year 2000 (formulated in 1987) expired in 1990, and as the recommendations to improve the pace of implementation of the Nairobi Forward-looking Strategies for the Advancement of Women were adopted in the General Assembly of the United Nations, the headquarters revised for the first time the New Plan of Action in May 1991.

The overall goal of the Revised Plan is "the creation of a society of active and joint participation by both men and women". The Revised Plan consists of the following five basic targets, and under those targets 16 priority objectives are put up:

(a) Improving people's awareness of equality between men and women;

(b) Achieving active and joint participation in society by men and women on an equal footing;

(c) Improving conditions enabling women to have expanded choices in life;

(d) Assuring women's welfare in old age;

(e) Promoting international cooperation and contribution to peace.

Under the Revised Plan, the basic policies are to be promoted by 2000, and concrete measures by 1995.

The main revised points are as follows:

(a) Increasing the percentage of women members in national advisory councils and committees to 15 per cent by about 1995; the target date was moved up by five years from the original plan;

(b) Reviewing legal provisions pertaining to marriage and divorce in the Civil Code, including provisions requiring married couples to use the same surname;

(c) Promoting women in development;

(d) Establishing a committee for the reinforcement of the national machinery's function.

4. Main policies of the Government including legal arrangements

From the submission of the second periodic report up to September 1993, the following legal and other measures were implemented, some of which will be elaborated in Part Three:

(a) Making home economics compulsory for both boys and girls in primary and secondary schools

The same curriculum of home economics for boys and girls is to be introduced in high schools as introduced in primary and junior high schools. Consequently, home economics will be compulsory for both boys and girls in all primary and secondary schools from 1994.

(b) Enforcement of legislation on child-care leave

Legislation on child-care leave for male and female employees both in the public and private sectors went into effect on 1 April 1992.

(c) Enactment of legislation on the improvement of personnel management for part-time workers

The Law concerning the Improvement of Personnel Management for Part-time Workers was enacted in June 1993 to ensure appropriate working conditions for the part-time workers.

(d) Amendment to the Labour Standards Law

Amendment was made to the Labour Standards Law to reduce the statutory working hours to 40 hours per week. The amendment bill was enacted in June 1993.

(e) Formulation of the Second Basic Policy Plan on the Welfare of Women Workers

The Second Basic Policy Plan on the Welfare of Women Workers was formulated based on the Equal Employment Opportunity Law, and was published in April 1992.

(f) Formulation of guidelines for family-care leave

As caring for family members has become a serious problem for workers in continuing their work, the Ministry of Labour issued family-care leave guidelines in July 1992 with a view to encouraging employers to introduce and improve their welfare systems including family-care leave.

(g) Enactment of the Law concerning Improvements in the Personnel Management of Health Care Workers

In order to achieve comprehensive and systematic improvement of the welfare of workers who engage in health care services by profession, the Law concerning the Improvements in the Personnel Management of Health Care Workers was enacted in May 1992 and went into force in July 1992.

(h) Amendment to the Child Allowance Law

In view of the recent demographic changes and the changing environment surrounding children and the family, the Child Allowance Law was amended and went into force in January 1992 with a view to strengthening social support for coming generations and support for families with children.

(i) Enactment of the Law of Promotion for Securing Nursing Personnel

In order to secure nurses and workers in health and medical services, the Law of Promotion for Securing Nursing Personnel was promulgated in June 1992 with a view to improving existing measures to secure such personnel. The Law went into force in November 1992.

(k) Amendment to the Enforcement Order for the Coastal Fisheries Improvement Fund Subsidy Law

A cabinet ordinance concerning an amendment to a part of the Enforcement Order for the Law was proclaimed and enacted in September 1992. The purpose is to rearrange the fund for the aged people out of the Fisher's Living Improvement Fund which prefectural governments lend based on the Law to the fund for both women and the aged people as well as to strengthen the fund.

(l) Interim report on provisions pertaining to marriage and divorce under the Civil Code

Interim Report on Provisions Pertaining to Marriage and Divorce under the Civil Code: Issues was published in December 1992 to invite the views from various circles.

5. Public relations, awareness-raising and dissemination of information

(a) Designated days, weeks and months for the advancement of women

In order to improve the status of women and achieve de facto equality of men and women, the Government of Japan has designated special days, weeks and months with the purpose of informing the public of government policies and their objectives and to correct traditional gender-role concepts. During such periods, various awareness-raising activities are carried out all over the country through such events as national conferences, symposia and opening of counselling offices. Of such days, weeks and months, major ones are as follows:

Names of designated day, week or month	Date	Sponsoring ministries and agencies
Rural Fishing Village Women's Day	10 March	Ministry of Agriculture, Forestry and Fisheries
Women's Week	10-16 April	Ministry of Labour
Nursing Week	A week including 12 May (Nursing Day)	Ministry of Health and Welfare
Equal Employment Opportunity Month	June	Ministry of Labour
Senior Citizen's Welfare Week	15-21 September	Management and Coordination Agency, Ministry of Health and Welfare, etc.
Month for Harmonization of Work and Child-care	October	Ministry of Labour
Ten Days for Part-time Worker's Programme	1-10 November	Ministry of Labour
Human Rights Week	4-10 December	Ministry of Justice
Campaign to Clean up Public Morals	Two weeks including 24 May (Anniversary of the enactment of the Anti-Prostitution Law)	Prime Minister's Office, National Police Agency, Ministry of Justice, Ministry of Education, Ministry of Health and Welfare and Ministry of Labour

(b) Publication of White Papers

The Prime Minister's Office published, in December 1992, the second report on the implementation of the New National Plan of Action (First Revision) for creating a society of active and joint participation of men and women. The third report is scheduled to be published in 1993. The Ministry of Labour also publishes The Situation of Women Workers annually. Apart from these efforts, individual ministries inform the general public of government policies and their objectives through the publication of various white papers such as White Paper on Education, Annual Report on Health and Welfare, Annual Report on the National Life, White Paper on Crime, White Paper on Youth and White Paper on Labour.

(c) Public relations and awareness-raising through the media

The Government of Japan conducts various information activities through the media including newspapers, magazines, TV and radio broadcasting, with a view to improving women's status and to create a society of active and joint participation of men and women.

(d) Dissemination of information through WINET

In July 1991, the Information Centre of the National Women's Education Centre started WINET, the on-line information retrieval service on women and family. The Centre has so far developed four bibliographical databases (books, local government publications, Japanese periodical articles and Japanese newspaper articles) and three learning information databases (education programmes for women in local governments, women's centres and organizations and women's study programmes). As of 30 June 1993, the Centre provides information to 174 institutions such as community education facilities, prefectural boards of education and governors' offices, research institutes including universities as well as women's facilities and centres throughout the country.

The Centre is also active in developing a network of interested organizations and facilities, groups and individuals, both foreign and domestic, through making, distributing and exchanging various information materials.

(e) Other activities

Activities of the Advisory Council to the President of the headquarters

Apart from presenting opinions on such occasions as the formulation of the National Plan of Action, the Advisory Council to the President of the headquarters functions through three committees: the Information Committee, the Committee on NGOs and Local Governments and the Research and Study Committee. Approximately once a month the Information Committee holds lectures for the members of the Diet, government officials, major women's organizations, and journalists, etc. on women's affairs and current topics relating to women given by experts from Japan and abroad, such as Ms. Sharon Capling-Alakija, Director of UNIFEM and Ms. Margaret Shields, Director of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW). The Committee, among other things, invites representatives who attended the Third Committee of the United Nations General Assembly, the Committee on the

Elimination of Discrimination against Women and the Commission on the Status of Women to give lectures on those meetings at the end of every March.

The Committee on NGOs and Local Governments conducted a survey on the administration of local governments concerning women in July 1992, following up the survey conducted in February 1990. The results of the survey were published in September 1993.

Conferences and meetings held by the headquarters

The headquarters has held annually from 1979 a regional forum on women's issues which is open to the public with the aim of publicizing and further promoting the New National Plan of Action (First Revision) for creating a society of active and joint participation of men and women, etc. It has also convened a National Conference several times since it held the first Conference in 1980, and annually since 1990. In addition, the headquarters has convened annually a meeting of directors of divisions in charge of women's affairs of local governments since 1977, and regional meetings of these directors in several local blocs since 1987 to liaise with local governments.

(f) Activities of local governments

Local governments are also active in promoting measures relating to women. As of September 1993, all 47 prefectures and 12 designated cities have divisions/units for policy planning, liaison and coordination on women's affairs, and have formulated action plans to promote measures relating to women and established advisory bodies to reflect public opinion. They are also taking measures in line with those action plans including establishment of women's centres and other institutions for women (in 40 local governments as of April 1993 including ones under construction), promotion of women's participation in policy planning, awareness-raising and information activities. There are, however, considerable differences in the state of progress in local governments.

PART THREE

1. Article 2

Developments regarding the implementation of the Equal Employment Opportunity Law, which stipulates equal treatment for men and women in employment, will be reported under article 11. Concerning the present provision, the following sections provide information in terms of women and violence, on women victims of crimes, as well as prevention and control of violence against women.

(a) Women victims of crimes

The number of reported cases of criminal offence known to the police by charges of which women are their victims is provided in table 38 in the annex. In 1972, of 1,182,960 cases of criminal offence, 251,859 (21.3 per cent) were the cases in which the victims were women. Both the number and percentage of such cases have increased in the past 20 years to 511,551 cases (32.5 per cent) out of 1,575,659 cases in 1992, an increase of more than 10 percentage points. By charges, thefts accounted for the most and almost doubled in the number of cases. On the other hand, the cases of rape declined considerably from 4,677 in 1972 to 1,504 in 1992. However, it is assumed that there are cases of violence against women, including domestic violence, which were not recognized because they are not reported.

(b) Prevention and control of violence against women: penalties under the Criminal Code

In order to prevent rape and other forms of violence against women, the following penal provisions are prescribed and strictly enforced - article 176 (Indecent acts against women 13 years old or over through violence or intimidation. Imprisonment with labour for the term between six months and seven years); the last sentence of article 176 (Indecent acts against women under 13 years old. Imprisonment with labour for the term between six months and seven years); article 177 (Sexual intercourse with women 13 years old or over through violence or intimidation. Imprisonment with labour for a limited term of not less than two years); the last sentence of article 177 (Sexual intercourse with women under 13 years old. Imprisonment with labour for a limited term of not less than two years).

Illegality of prostitution: As reported in the initial report, prostitution is illegal in Japan.

A campaign to clean up public morals is conducted in every prefecture under the auspices of related ministries with a purpose to raising awareness of the public on the prevention of prostitution and venereal diseases. The campaign runs about two weeks and is timed to include 24 May, the anniversary of the enactment of the Anti-Prostitution Law.

Information on the related offences is provided under article 6.

2. Article 3

With respect to article 3, the following sections provide information on reinforcement of the national machinery as well as measures for women with disabilities, which was not included in the previous reports.

(a) Reinforcement of the national machinery

(i) Consideration and submission of a report by the Committee for Reinforcement of the National Machinery's Function

In August 1991, it was decided to establish a committee of experts with a view to reinforcing the headquarters for Planning and Promoting of Policies Relating to Women, based on the New National Plan of Action towards the Year 2000 (First Revision). The Committee conducted hearings from ministries of the headquarters, research on national machineries in other developed countries by dispatching study missions and hearings from local governments on their activities. After due consideration, the Committee submitted a report to the President of the headquarters on the future modalities of the headquarters in May 1993.

The report said that it is required to promote comprehensive and coordinated measures with a view to ensuring that women lead a full life towards the creation of a society of active and joint participation of men and women. For that purpose, the report requested to review the machinery of the headquarters to promote those measures and to reflect public opinion through an advisory body.

(ii) The headquarters' decision on the reinforcement of the machinery in relation to the above-mentioned report

In May 1993, the headquarters agreed to take actions taking into consideration the opinions contained in the report. In July, it decided on the reinforcement of the national machinery to promote measures to achieve a society of active and joint participation of men and women to manifest the direction of measures the Government will take.

The decision includes reinforcement of the machinery (restructuring of the headquarters, setting up of an advisory body to reflect public opinions and to strengthening of the secretariat) and a request for the local governments to take more active measures as regards women's issues.

(b) Measures for women with disabilities

In March 1993, the Government formulated the New Long-Term Programme for Government Measures for Disabled Persons to address the measures for the disabled persons after the United Nations Decade of Disabled Persons. The Government is promoting comprehensive measures in line with the Programme for disabled women as well as disabled men to achieve a society in which each individual is an active member.

Those measures include home helper services and other in-home welfare services, services at rehabilitation and training facilities, provision of prosthetic devices, such as artificial limbs and wheelchairs, and provision of equipment for daily use such as Braille typewriters and special beds under the Law for the Welfare of Physically Disabled Persons, the Law for the Welfare of the Mentally Retarded Persons, and the Mental Health Law. Also under the Law for the Employment Promotion, etc. of Disabled Persons, measures are being promoted to enhance and secure employment of disabled persons through strict enforcement of the employment ratio system and promotion of vocational rehabilitation. In addition, there are measures to ensure income as well as a special tax deduction. Other measures are also being promoted, including removal of obstacles in such public places as buildings, roads and traffic terminals and equipment of facilities such as escalators, lifts and toilets for disabled persons.

3. Article 4.1

(a) Setting a target on percentage of women in national advisory bodies

As described in the Second Report, in revising the New National Plan of Action, the headquarters moved up the target date to achieve women's share of 15 per cent in national advisory bodies by five years to approximately 1995, and continues its efforts to that end.

(b) Request for cooperation in promotion of women in advisory bodies of local governments

Upon setting the new target date as mentioned above, in July 1991 the headquarters issued a request to the heads of the prefectural governments and designated cities for cooperation to set up a new target concerning the promotion of women in their advisory bodies. As of the end of March 1993, target figures and dates of those local governments are as follows:

Target	Number of local governments (%)	Target date			
		1993-1995	1996-2000	2001-	Not fixed
30% & over	11 (18.7)	3	6	2	
20-25%	30 (50.8)	11	15	2	2
15%	12 (20.3)	4	8		
12%	1 (1.7)	1			
Total	54 (91.5)	19	29	4	2
Not fixed	5 (8.5)				
Grand total	59* (100)				

Source: Prime Minister's office.

* 47 Prefectures and 12 designated cities.

(c) Promotion of assistance to women who wish to be re-employed

As there are many women who stop working upon childbirth and child-care and wish to resume work after bringing up their children, special measures are promoted to assist those women such as promotion of the re-employment system for women by the companies, services for preparation for re-entering into labour market, and assistance for employment in related facilities.

4. Article 5 (a)

(a) Request to the media for understanding and cooperation

The New National Plan of Action (First Revision) includes as one of the basic policies to be achieved by 2000 "To request understanding and cooperation of the media for presenting images reflecting the idea of gender equality in publications, advertisement and TV programmes" under its first priority objective of "Improving people's awareness of equality between men and women". One of the concrete measures to be implemented between 1991-1995 is "To encourage the media to make efforts to present images reflecting the idea of gender equality".

In May 1991, upon the first revision of the Plan, the Prime Minister's office briefed the people in the media on its purpose and contents.

The Ministry of Education, Ministry of Labour and other ministries as well as the Prime Minister's office also hold briefing sessions from time to time for journalists and editors who follow women's affairs.

In August 1991, the Deputy Cabinet Secretary issued a request for cooperation on the Revised Plan to the heads of organizations of broadcasting, newspapers and publications. Similar briefings and requests for cooperation were made at the secretariat level to the people concerned.

(b) Awareness-raising activities including Women's Week

During Women's Week, as reported in the previous two reports, the Ministry of Labour, from 1991 under the theme of "Let's make an epoch we can live vividly irrespective of sex", conducts nationwide campaign in conjunction with local authorities, women's organizations, trade unions, employers' associations and mass media organizations to eradicate stereotyped sex-role concepts and create a society in which each individual may lead his/her own life.

From 1993, revenue from Local Subsidy Tax can be utilized by prefectural governments' activities for awareness-raising in various fields including information activities on the Equal Employment Opportunity Law and activities to correct stereotyped role concepts, which will contribute to the promotion of gender equality in employment.

(c) Public relations activities by the Government

In carrying out its information activities, the Government pays attention to avoid enhancing stereotyped role concepts of men and women, i.e., by producing posters to present women's active participation in various fields. The Government also makes efforts to follow the objectives of the New National Plan of Action (First Revision) in producing posters and information material.

(d) Other activities

Since 1992, the Tokyo Women's Foundation has conducted an annual contest of gender-sensitive advertisement, and presented an honour to those TV commercials, posters and advertisements in newspapers and magazines that are recommended by citizens of Tokyo as favourable in addressing women's issues.

In March 1993, the Prefecture of Osaka reviewed description and images that reflected stereotyped role concepts in its publications, and compiled a guidebook for expression towards a society of active and joint partnership of men and women, which provides basic guidelines to project positive images of such a society.

5. Article 5 (b)

According to the survey on social life conducted by the Management and Coordination Agency in 1991, women spent three hours and fifty-two minutes per day on household work including housekeeping and child-care whereas men spent only twenty-four minutes. In two-income families, wives spent four hours and seventeen minutes compared to husbands' nineteen minutes, which shows that it is mainly wives who do housekeeping and child-care.

In addition to the measures that had already been implemented, the Government started the following measures in 1991 to promote further the recognition of motherhood as social function and to enhance men and women to have joint responsibility over bringing up children.

(a) Promotion of fathers' participation in home education

In 1991 and 1992, the Ministry of Education commissioned a study for local governments on learning opportunities for fathers concerning home education in order to promote fathers' participation in home education.

In addition, since 1991, the Ministry has assisted in establishing a parenthood forum in civic centres, kindergartens and spare rooms of elementary schools where experienced parents and those who finished home education courses are assigned for networking on home education in order to revitalize educational functions of family and community, and promoting exchange of information and experiences on home education and networking in the neighbourhood.

(b) Community support programmes for child-rearing in child-care centres

As it is necessary to further community support for parents with children, model projects were started in 1993 to provide counselling and guidance to alleviate worries of parents and to develop and assist local child-care circles to support child-care in the family through their nursing activities.

6. Article 6

Concerning this article, the previous reports gave an outline of the Anti-Prostitution Law and other legal provisions, cases cleared up concerning prostitution-related crimes, control of prostitution and awareness-raising activities with respect to the dignity of the sexes so as to prevent prostitution. This report provides information on the total number of cases cleared up and the number of such cases by provisions of the related laws as well as protection and rehabilitation measures for those women who need them, which were not included in the previous reports.

(a) Cases cleared up concerning prostitution-related crimes

Changes in the number of cases cleared up in relation to the prostitution-related crimes by applied provisions are shown in table 40 in the annex.

In 1992, of 6,516 such cases, offences against the Anti-Prostitution Law amounted to 6,315 or more than 96 per cent of all such cases. Among those, major offences are solicitation (article 5; 477 cases), procurement (article 6; 3,285 cases), contracts to make a person prostitute (article 10; 2,311 cases) and furnishing of places (article 11; 143 cases). Others include 122 cases under the Child Welfare Law, 63 cases under the Employment Security Law and 16 cases under the Criminal Code.

(b) Protection and rehabilitation of women who need protection

(i) Women's Consultative Offices

Women's Consultative Offices are established in every prefecture under article 34 of the Anti-Prostitution Law. Those offices, as a core institution for protection and rehabilitation, provide professional counselling and guidance, conduct survey and judgement and extend temporary protection to those women who are feared will commit prostitution in view of their conduct and environmental factors.

(ii) Women's Consultants

Women's Consultants are part-time officials of the local governments. Under article 35 of the Anti-Prostitution Law, it is compulsory for prefectural governments and is optional for municipal governments to appoint such consultants. Their task is to find those women who need protection, provide counselling on their problems concerning their life, work, health, application for women's protective institutions (as explained below), families and other surrounding factors, and conduct necessary guidance and arrangements including recommendation to the related facilities.

(iii) Women's protective institutions

Women's protective institutions accommodate those women who need protection based on the decisions of the Chief of women's consultative offices and give guidance on life and work to achieve independence and rehabilitation of the women under their protection. Those institutions also keep close contact and cooperate with other related organizations by holding meetings with counselling centres, welfare offices and public employment security offices in order to facilitate rehabilitation guidance for the women under their protection.

Article 36 of the Anti-Prostitution Law stipulates that prefectural governments may establish such protective institutions as well as municipal governments and other organizations including social welfare juridical persons. In April 1965, in order to accommodate those women who have difficulty in rehabilitation at ordinary facilities, Kanita Women's Village (a protection facility for long-term accommodation) was established. As of 1 October 1991, there were 53 women's protective institutions with a capacity of 1,742 people, 754 women under protection and 559 staff members.

7. Article 7 (a)

(a) Increase of female Diet members and the inauguration of the first woman Speaker of the House of Representatives

After submission of the second report, elections of the House of Councillors and the House of Representatives were held in July 1992 and in July 1993, respectively. As the result of those elections, the number of women members in the House of Councillors increased from 34 to 37, and in the House of Representatives from 12 to 14. As of the end of July 1993, including the

members who hold their seats by replacement, there are 14 women in the House of Representatives and 38 women in the House of Councillors, with the total of 52 women Diet members. It is for the first time that women in the Diet have exceeded 50. Women account for 6.8 per cent (6.1 per cent in March 1992; 6.5 per cent in July 1992) of the 763 Diet seats.

Furthermore, on 6 August 1993, a woman was elected to serve as the sixty-eighth Speaker of the House of Representatives for the first time in the history of Japan.

(b) Appointment of female Ministers

In December 1992, Prime Minister Miyazawa reshuffled his cabinet and appointed a woman to be minister (Minister of Education) and another woman to be vice-minister (Parliamentary Vice-Minister of Labour).

In August 1993, Prime Minister Hosokawa appointed in his cabinet three women to ministerial posts (Minister of Education, Director-General of the Economic Planning Agency and Director-General of the Environment Agency), which is the largest number in history, and two women to vice-ministers (Parliamentary Vice-Minister of Management and Co-ordination and Parliamentary Vice-Minister of Science and Technology).

(c) Women in national advisory bodies

As of the end of March 1993, the proportion of women in national advisory councils exceeded 10 per cent for the first time to be 10.4 per cent. In general, there are three categories of members in those councils: members designated subject to their official posts, members recommended by related organizations and other members. Women accounted for 2.7 per cent of the members designated subject to their posts, 4.8 per cent of the members recommended by organizations and 12.8 per cent of other members. The low proportion in the first category is a result of a small number of women in the senior public posts, and therefore is related to the recruitment and promotion of women in the civil service. As the proportion of women in the members recommended by organizations is also low, the Chief Cabinet Secretary made requests for 300-odd organizations to consider recommending more women candidates. In July 1993, the first Minister for Women's Affairs issued a request for cooperation in recommending more women candidates to advisory councils and promoting women in their own organizations.

(d) Proportion of women in local assemblies, administrative heads and advisory bodies of the local governments

(i) Women in local assemblies

The number of women in local assemblies shows a slight increase. As of December 1992, there were 2,158 women out of 65,360 members, or 3.3 per cent of all members of prefectural and municipal assemblies (3.2 per cent in December 1991).

(ii) Women as the heads of the local governments

As of the end of December 1992, there were 3,259 municipalities. Since the first women town mayor was elected in 1955, a maximum of three women town mayors were incumbent at one time. In 1991 and 1992, respectively, a woman was elected as city mayor. As of 1 July 1993, there are two women city mayors and one woman town mayor. There are no women among the heads of 47 prefectures and 12 designated cities.

(iii) Women as the deputy heads of governments of prefectures and of designated cities

As for vice-governors and deputy mayors who are appointed by heads of local governments in the 47 prefectures and 12 designated cities, two women were appointed to vice-governors (including Vice-Governor of Tokyo) and another to deputy mayor for the first time in 1991. In the following year, the third woman vice-governor assumed office. As of February 1993, there are three women vice-governors and one woman deputy mayor.

(iv) Women in advisory bodies of local governments

Prefectures and designated cities are also making efforts to increase women's representation in their advisory councils. In 1992, the proportion of women in statutory advisory councils was 9.6 per cent.

8. Article 7 (b)

Since the previous report, service areas for female Self-Defence Force (SDF) personnel and female police officers have expanded.

(a) Expansion of service areas for female (SDF) personnel (uniformed)

The Defence Agency has upheld the policy not to deploy female SDF personnel in the areas of direct exposure to combat, supporting areas to a combat force on the front line, and areas that require extra physical strength. However, in view of the recent advancement of women following the enforcement of the Equal Employment Opportunity Law and examples of activities of women in foreign countries and other factors, the Defence Agency has reviewed its policy on the deployment of female SDF personnel in order to expand their service areas and utilize their potentials.

Consequently, all posts of the Ground, Maritime and Air SDF, except those posts to which the deployments of female SDF personnel are restricted for the time being for the sake of protection of motherhood and other reasons, are opened to female personnel. In particular, women are admitted to the Maritime and Air SDF as Student Airmen and allowed to take examinations of Student Airmen from 1993.

(b) Active recruitment of female police officers and expansion of job areas

The police force is promoting active recruitment of female police officers and expansion of such job areas in order to appropriately address increasingly complicated and diversified police cases and to conduct police work utilizing women's faculties. The number of prefectures that have started recruitment of female police officers is rapidly increasing. Four prefectures started recruitment of women in 1991, and 10 in 1992. As of 1 April 1993, there are approximately 5,400 female police officers working in 45 prefectures (600 more than the previous year). Two more prefectures are scheduled to start recruiting women from 1993, and from 1994 all prefectures are expected to have female police officers working in their police force. The job areas are also expanding to various fields including criminal investigation, identification, analysis of information, escorting and guarding VIPs and security as well as traffic control, juvenile guidance, detention of women suspects and public relations. The promotion of women to senior management posts is also under way: in March 1990, a female officer was promoted to police superintendent for the first time.

9. Article 8

(a) Participation of women in international conferences

The number of women in official delegations to international conferences is on a gradual increase. Since 1975, women representatives and alternates have participated in the following international conferences:

United Nations General Assembly (representative, alternate)

Special session of the General Assembly devoted to disarmament (representative)

Economic and Social Council (alternate)

Economic and Social Commission for Asia and the Pacific (ESCAP) (Head of delegation, alternate)

Conference on the Law of the Sea (alternate)

United Nations Commission on Transnational Corporations (representative)

United Nations Commission on the Status of Women (representative, alternate)

United Nations Conference on an International Code of Conduct on the Transfer of Technology (alternate)

World Assembly on Ageing (representative)

International Conference on Population (alternate)

World Conference on Women (head of delegation, representative, alternate)

General Conference of the International Labour Organisation (representative, alternate, advisor)

General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO) (representative, advisor)

Universal Postal Conference (alternate)

Executive Board of the United Nations Children Fund (representative)

Special session of the General Assembly on economy (alternate)

Conference on International Justice (representative)

United Nations Commission on Human Settlements (representative)

United Nations Environment Programme (representative)

In addition, a woman representative and two women advisors attended the World Conference on Human Rights held in June 1993.

(b) Participation of women in international organizations

(i) International organizations

The proportion of women in the Japanese staff in the United Nations Secretariat jumped up from 12 per cent at the end of June 1978 to 47 per cent at the end of June 1993.

The number of Japanese women in professional posts in major international organizations, including the United Nations, shows a considerable increase from 19 in 1975 to more than 170 in 1992. As of the end of 1992, there are several Japanese women working in senior management posts including Mrs. Sadako Ogata, United Nations High Commissioner for Refugees, Director of Personnel at UNESCO, Director of the Department of Peace-keeping Operations, Resident Representative of United Nations Development Programme in Bangladesh, and Deputy Executive Secretary of ESCAP Secretariat.

(ii) Women ambassadors

Japan has had four women ambassadors, one of whom is the incumbent ambassador to Kenya.

10. Article 9

There have been no developments worthy of note since the second report.

11. Article 10

(a) New projects for promoting gender equality in National Women's Education Centre

Since 1991, the National Women's Education Centre has started convening the "Joint Forum for Women and Men" for leaders of various organizations to promote joint participation of men and women and to provide opportunities to exchange information and enhance research and consultations to promote life-long learning.

Since 1992, the Centre has conducted programme studies for correcting stereotyped role concepts among young men and women to research and study on subjects and methods of learning that contribute to a change in the concept of gender equality. The Centre also convenes home education study seminars with the theme of "family education in the era of a few children".

Since 1993, the Centre has deployed two researchers to strengthen its research and study function.

(b) Making home economics compulsory for men and women

As reported in the second report, according to the new Courses of Study (revised in 1989), the same curriculum of home economics for both boys and girls has been implemented in junior high schools (from 1993), and is scheduled to be implemented in high schools from 1994. Various measures are being promoted for the smooth introduction of the curriculum.

Following the above, related description in textbooks are being elaborated.

12. Article 11 (a)-(c)

(a) Implementation of the Equal Employment Opportunity Law

Following the enforcement of the Equal Employment Opportunity Law, many companies improved their personnel management to comply with the statutory requirements. As the understanding of the purpose of the law is steadily deepening, there is a growing atmosphere in society to utilize women's potentials while women themselves become more conscious of their work. However, there still remain problems including the existence of recruitment and hiring of "men only" especially in case of engineers. As improvements in practice lag behind the improvements in systems, ensuring de facto equality is a task to be fulfilled.

The Ministry of Labour conducts awareness-raising activities in various occasions in order to promote understanding of the purpose of the Equal Employment Opportunity Law and to ensure equal treatment for men and women. In particular, during the Equal Employment Opportunity Month in June, the Ministry conducts an intensive public relations campaign including convening of a national conference.

In addition to the measures already implemented such as guidance, assistance and consultation by Women's and Young Workers' Offices and promotion of self-check by business establishments, measures to ensure equal employment opportunities for new school leavers have started from 1993 in order to ensure effective implementation of the Equal Employment Opportunity Law. Since there are concerns over the alleged tighter restrictions on recruitment of female students than male students as an increasing number of companies are taking labour adjustment measures including refraining from new recruitment due to the recent recession, the Ministry has established special consulting sections in some of the Women's and Young Workers' Offices and made a request to the employers' associations to enhance understanding of the objective of the law and to ensure that female and male students have equal opportunities on recruitment and employment.

In April 1993, Women's and Young Workers' Problems Council started considering effective measures to enhance further the understanding of the purpose of the law, including the possibility of reviewing the laws and guidelines. The Council is also considering relaxation of the restrictions to protect women except those on maternal protection under the Labour Standards Law in order to ensure equal opportunity and treatment between men and women in employment, with a view to realizing the same legal framework for men and women.

(b) Principle of equal pay for equal work for men and women

Concerning the principle of equal pay for equal work for men and women, Article 4 of the Labour Standards Law prohibits wage discrimination based only on sex. The Ministry has been endeavouring to ensure the implementation of the provision through supervision of and guidance to establishments.

(c) Proposal to review the social system for full utilization of women's professional potentials

Under the present framework of the tax and social security system, many women part-time workers limit their work hours to keep their income within a certain amount in order to be treated as dependants of their spouses. In such cases, the potential of women is not fully utilized. Therefore, in July 1993, Women's and Young Workers Problems Council (an advisory body to the Minister of Labour) submitted to the Minister of Finance, Minister of Health and Welfare, Minister of Labour and Minister of Home Affairs, a proposal on the review of the social system for full utilization of women's professional potentials including tax and social security systems surrounding married women with a view to utilizing women as a basic labour force.

(d) Enactment and enforcement of the Child-care Leave Law

In order to promote compatibility of work and family responsibility, the Child-care Leave Law for employees in the private sector was enacted in May 1991, and other laws for the various public sector employees were enacted in December 1991, all of which went into force in April 1992. Under these laws, parents of children under one year old, either mothers or fathers, may take child-care leave.

In order to promote the application of the Child-care Leave Law in the private sector, it is necessary to advocate the purpose and contents of the law. The Ministry of Labour conducts intensive awareness-raising activities in the "Month for Harmonization of Work and Child-care", and also takes every opportunity to publicize the purpose and contents of the law.

In 1992, the Ministry established "Subsidy for the Implementation of Programmes to Facilitate the Return to Work by Workers after Child-care Leave", a system to provide subsidies to the employers who implement appropriate measures to provide information to, and to maintain and improve the vocational adaptability and capability of those workers who take child-care leave in the private sector in order to help them resume work smoothly. The Ministry makes efforts to enhance the child-care leave by utilizing the said system. In addition, the problem of financial support to those who take child-care leave is now under consideration in the relevant council. The state of the implementation for the Child-care Leave Law in the private sector is now under investigation.

In addition, in conjunction with the enforcement of the Law, measures are taken to facilitate mid-term entry of children into child-care centres from May 1992.

(e) Promotion of family-care leave scheme

There is a strong need for strengthening measures to support workers who are caring for family members to fulfil their responsibility in work as well as in the family. In July 1992, the Government formulated "Guidelines for the Family-care Leave Scheme" to promote introduction of family-care leave and the measures concerned in line with the guidelines through guidance to the employees and the employers. In particular, intensive public relations activities, including a symposium on work and family-care, are carried out around 15 September, the Respect-for-the-Aged Day, to enhance effective awareness-raising.

(f) Subsidies to set up company creches

In 1993, the Ministry of Labour began to provide subsidies to those employers who set up and operate child-care facilities in their business establishments or start to operate such facilities by renting with a view to encouraging opening of such facilities.

(g) Assisting employment of working women

From 1991, the Ministry of Labour commissioned the Japan Institute of Workers Evolution to implement the project to assist employment of working women (2020 Telephone) to provide counselling on child-care, family-care and housekeeping to enable women workers with family responsibilities to enjoy various relevant services when needed, and to help them to continue work and get re-employed. From 1993, the areas in which the project is implemented are expanded.

13. Article 12

Concerning Article 12, information on family planning and measures to combat HIV infection, which were not included in the previous reports, are provided in the following sections.

(a) Family planning

The concept of family planning has been promoted by the Government and NGOs since the 1950s, and are now widely known in the country. According to a survey, more than 80 per cent of married women have experiences of family planning of some sort.

(b) Countermeasures against AIDS/HIV

(i) Integration of the measures in the New National Plan of Action (First Revision)

Awareness-raising on emerging issues which affect women's health is one of the practical measures under a policy objective of "Awareness-raising on the importance of maternity and dignity of sex and protection of maternity" in the New National Plan of Action (First Revision). Activities to disseminate correct information and raise awareness on such issues as AIDS, drug abuse and alcohol dependency are promoted for both men and women.

(ii) Implementation of measures to combat AIDS/HIV

In Japan, the first AIDS case was found in 1985, and the first female AIDS case in 1987. The first case of maternity infection was reported in 1990. Presently, cases of HIV infection are scattered widely in the country, and in most cases the infection was through heterosexual intercourse.

In February 1987, the ministerial meeting to combat AIDS decided the outline of comprehensive countermeasures against AIDS, which was revised in March 1992. The measures based on the said outlines have been implemented under the collaboration to relevant ministries.

Individual counselling on AIDS is provided by doctors in the Health Centres established by prefectures and designated cities. In such counselling, doctors advise persons who seem to require them to take HIV tests. If they agree to take HIV tests, such checks are provided free of charge. The HIV tests are available for other individuals if they cover the costs.

(iii) Awareness-raising on correct information on AIDS

In addition to various information activities which had already been carried out, the Ministry of Health and Welfare established in October 1992 the Task Force to Stop AIDS Plan presided over by the Minister of Health and Welfare to publicize widely the correct information on AIDS, with the cooperation of local governments and the private sector.

The Ministry of Education is also actively implementing such measures as producing teaching material and training for teaching staff with a view to teaching correct information on AIDS in schools, eradicating misunderstandings and prejudices against AIDS and nurturing the spirit of human dignity. Information on sex education, which is closely related to AIDS education, was included in the second report.

Learning opportunities are provided for leaders of social education and local communities in order to promote correct information on AIDS, and subsidies are extended to local governments' classes and courses on AIDS.

Health Centres also engage in information activities by distributing pamphlets and using videos when carrying out individual counselling.

14. Article 13

Amendment to the Enforcement Order for the Coastal Fisheries Improvement Fund Subsidy Law

A cabinet ordinance concerning an amendment to a part of the Enforcement Order for the law was proclaimed and enacted in September 1992. The purpose is to re-arrange the fund for aged people out of the Fisher's Living Improvement Fund which prefectural governments lend based on the law to the fund for both women and the aged people as well as to strengthen the fund.

15. Article 14

(a) Formulation of the basic direction of new policies for food, agriculture and rural areas

In June 1992, "the Basic Direction of New Policies for Food, Agriculture and Rural Areas" was formulated to indicate issues on food, agriculture and rural policy and future policy directions in response to the emerging social and economic situation. It provides an objective of enhancing clear definition of women's role in agricultural production and revitalizing rural villages.

(b) Promotion of measures based on The New Rural Women: Towards the Year 2001 (the report of a Round-table Meeting on a Medium- and Long-term Vision for Rural Women)

In recognition of the important role of women in agriculture and rural community, the Round-table Meeting on a Medium- and Long-term Vision for Rural Women formulated in June 1992 a report "The New Rural Women: Towards the Year 2001", which indicates future visions of rural women and basic direction of measures to be implemented to achieve such visions.

The Ministry of Agriculture, Forestry and Fisheries is to implement various measures in line with the medium- and long-term visions.

(c) Practical measures

In order to implement new policies and the vision, the Government, local governments and agricultural organizations are to promote measures in cooperation with each other with a focus on (i) consideration of clear definition of women's role in management, (ii) promotion of participation of women in decision-making, (iii) reducing the burden of work and improvement of favourable working conditions, (iv) training of women to improve their ability in agricultural technology and management, and (v) review of the status of women who engage in agriculture under the Farmers' Pension System.

16. Article 15

There are no developments worthy of note since the second report.

17. Article 16

Review of marriage-related laws

Part 4 (Family) and Part 5 (Inheritance) of the Civil Code underwent overall review after the Second World War following the enactment of the Constitution which prescribes equality of men and women and respect for individuality. Minor amendments were also made in those provisions several times. In 1987, another amendment was made to review the adoption of children including introduction of the so-called special adoption scheme.

The Legislative Council, the advisory body to the Minister of Justice, has a subcommittee to review provisions in the Civil Code relating to the family and inheritance. In January 1991, the subcommittee resumed its consideration to review Chapter 2 (Marriage) in Part 4 (Family) as the next item on the agenda. Such issues as minimal age for marriage, appropriateness of reviewing the prohibition of women's re-marriage in a certain period and surnames of married couples are now under consideration.

The Ministry of Justice published an interim report on provisions pertaining to marriage and divorce, and asked for opinions from various circles by the middle of May 1993.

A present, the subcommittee continues its deliberation taking into account the opinions submitted by various bodies.

Apart from the above, there is no development worthy of note since the second report.

ANNEX

(Statistics)

SITUATION OF JAPANESE WOMEN

1. POPULATION

	POPULATION (1,000s)		
	TOTAL	FEMALE	MALE
1980	117,060	59,467	57,594
1985	121,049	61,552	59,497
1990	123,611	62,914	60,697
1991	124,043	63,139	60,905
1992	124,452	63,356	61,096
	(100.0%)	(50.9%)	(49.1%)
2000	127,385	64,851	62,533
	(100.0%)	(50.9%)	(49.1%)
2010	130,397	66,410	63,988
	(100.0%)	(50.9%)	(49.1%)
2020	128,345	65,492	62,853
	(100.0%)	(51.0%)	(49.0%)
2030	122,972	62,851	60,121
	(100.0%)	(51.1%)	(48.9%)

SOURCES : 1980-1992 MANAGEMENT AND COORDINATION AGENCY
2000-2030 PROJECTION BY MINISTRY OF HEALTH AND WELFARE

2. ELDERLY POPULATION

	ELDERLY POPULATION (1,000s)		
	TOTAL	FEMALE	MALE
1980	10,647	6,148	4,500
	(100.0%)	(57.7%)	(42.3%)
1985	12,468	7,368	5,100
	(100.0%)	(59.1%)	(40.9%)
1990	14,895	8,907	5,988
	(100.0%)	(59.8%)	(40.2%)
1991	15,582	9,285	6,298
	(100.0%)	(59.6%)	(40.4%)
1992	16,242	9,648	6,594
	(100.0%)	(59.4%)	(40.6%)
2000	21,699	12,575	9,124
	(100.0%)	(58.0%)	(42.0%)
2010	27,746	15,880	11,866
	(100.0%)	(57.2%)	(42.8%)
2020	32,738	18,652	14,086
	(100.0%)	(57.0%)	(43.0%)
2030	31,994	18,388	13,606
	(100.0%)	(57.5%)	(42.5%)

SOURCES : 1980-1992 MANAGEMENT AND COORDINATION AGENCY
2000-2030 PROJECTION BY MINISTRY OF HEALTH AND WELFARE

NOTE : ELDERLY POPULATION CONSISTS OF THE POPULATION AGED 65 AND OVER

3. LIFE EXPECTANCY (YEARS)

	FEMALE	MALE
1980	78.76	73.35
1985	80.48	74.78
1990	81.90	75.92
1991	82.11	76.11
1992	82.22	76.09

SOURCE : MINISTRY OF HEALTH AND WELFARE

4. DEATH RATE

	DEATHS	DEATH RATE (PER 1,000 POPULATION)	
		FEMALE	MALE
1980	722,801	5.6	6.8
1985	752,283	5.6	6.9
1990	820,305	6.0	7.4
1991	829,797	6.1	7.5
1992	856,643	6.2	7.7

SOURCE : MINISTRY OF HEALTH AND WELFARE

5. NUMBER OF LIVE BIRTHS, LIVE BIRTH RATE AND TOTAL FERTILITY RATE

	LIVE BIRTHS (IN THOUSANDS)	LIVE BIRTH RATE (PER 1,000 POPULATION)	TOTAL FERTILITY RATE (PER 1,000 POPULATION)
1947	2,679	34.3	4.54
1980	1,577	13.6	1.75
1985	1,432	11.9	1.76
1990	1,222	10.0	1.54
1991	1,223	9.9	1.53
1992	1,209	9.8	1.50

SOURCE : MINISTRY OF EDUCATION

NOTE : 1947 MARKED THE HIGHEST POST-WAR RECORD.

6. NUMBER OF MARRIAGES AND MARRIAGE RATE

	MARRIAGES	MARRIAGE RATE (PER 1.000 POPULATION)
1980	774. 702	6. 7
1985	735. 850	6. 1
1990	722. 138	5. 9
1991	742. 264	6. 0
1992	754. 441	6. 1

SOURCE : MINISTRY OF HEALTH AND WELFARE

7. AVERAGE AGE AT FIRST MARRIAGE

	TOTAL MARRIAGE		FIRST MARRIAGE	
	BRIDE	GROOM	BRIDE	GROOM
1980	25. 9	28. 7	25. 2	27. 8
1985	26. 4	29. 3	25. 5	28. 2
1990	26. 9	29. 7	25. 9	28. 4
1991	26. 9	29. 6	25. 9	28. 4
1992	27. 0	29. 7	26. 0	28. 4

SOURCE : MINISTRY OF HEALTH AND WELFARE

8. DIVORCES AND DIVORCE RATE

	DIVORCES	DIVORCE RATE (PER 1.000 POPULATION)
1980	141. 689	1. 22
1985	166. 640	1. 39
1990	157. 608	1. 28
1991	168. 969	1. 37
1992	179. 191	1. 45

SOURCE : MINISTRY OF HEALTH AND WELFARE

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9. AVERAGE NUMBER OF PERSONS PER HOUSEHOLD AND PERCENT DISTRIBUTION BY TYPE OF HOUSEHOLD STRUCTURE

	TOTAL NUMBER OF PRIVATE HOUSEHOLDS (IN THOUSANDS)	AVERAGE NUMBER OF PERSONS PER HOUSEHOLD	FAMILY NUCLEI OF RELATIVES HOUSEHOLDS (%)	OTHER RELATIVES HOUSEHOLDS (%)	SINGLE PERSON HOUSEHOLDS (%)	HOUSEHOLDS WITH RELATED PERSONS AGED 65 AND OVER (%)	HOUSEHOLDS OF THE ELDERLY (%)	HOUSEHOLDS OF THE SINGLE ELDERLY (%)
1975	33.596	3.28	59.5	20.8	19.5	20.6	2.7	1.9
1980	35.824	3.22	60.3	19.7	19.8	22.7	3.6	2.5
1985	37.980	3.14	60.0	19.0	20.8	24.4	4.3	3.1
1990	40.670	2.99	59.5	17.2	23.1	26.4	5.5	4.0
2000	43.822	2.94	57.5	19.3	23.0	31.8	7.6	5.4
2010	45.014	2.95	56.8	19.6	23.3	36.3	9.8	6.9
2020	45.041	2.92	54.9	19.5	25.3	40.4	11.7	8.4

SOURCES : MANAGEMENT AND COORDINATION AGENCY
ESTIMATES OF MINISTRY OF HEALTH AND WELFARE

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10. MATERNAL DEATH RATE (PER 100.000 LIVE BIRTHS)

1955	178.8
1980	20.5
1985	15.8
1990	8.6
1991	9.0

SOURCE : MINISTRY OF HEALTH AND WELFARE

NOTE : 1955 MARKED THE HIGHEST POST-WAR RECORD.

11. INFANT MORTALITY RATE (PER 1.000 LIVE BIRTHS)

	TOTAL	FEMALE	MALE
1947	76.7	72.0	81.0
1980	7.5	6.6	8.3
1985	5.5	5.1	5.9
1990	4.6	4.2	5.0
1991	4.4	4.2	4.6
1992	4.5	4.0	5.0

SOURCE : MINISTRY OF HEALTH AND WELFARE

NOTE : THE FIGURES FOR 1992 ARE APPROXIMATE FIGURES.
1947 MARKDER THE HIGHEST POST-WAR RECORD.

12. NUMBER OF AIDS CASES AND HIV POSITIVES

	TOTAL	FEMALE	MALE
1985	6	0	6
1986	5	0	5
1987	69	16	53
1988	51	13	38
1989	87	19	68
1990	97	31	66
1991	238	122	116
1992	493	291	202

SOURCE : MINISTRY OF HELATH AND WELFARE

13. NUMBER OF PERSONS WITH DISABILITIES

	TOTAL	NUMBER PERSONS WITH PHYSICAL DISABILITIES			NUMBER OF PERSONS WITH MENTAL RETARDATION		
		DOMICILIARY		INSTITU-TIONALIZED	TOTAL	DOMICILIARY	INSTITU-TIONALIZED
		CHILDREN	ADULTS				
TOTAL	2.948.000	81.000	2.722.000	145.000	385.100	283.800	101.300
FEMALE	-	-	1.150.000	-	-	111.200	-
MALE	-	-	1.502.000	-	-	158.100	-
UNKNOWN	-	-	70.000	-	-	14.600	-

SOURCE : MINISTRY OF HEALTH AND WELFARE

NOTE : FIGURES FOR PERSONS WITH PHYSICAL DISABILITIES ARE BASED ON THE 1991 SURVEY.
FIGURES FOR PERSONS WITH MENTAL RETARDATION ARE BASED ON THE 1990 SURVEY.

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14. NUMBER OF INSTITUTIONS AND STUDENTS (1992)

TYPE OF INSTITUTIONS	NUMBER OF INSTITUTIONS	NUMBER OF STUDENTS		
		TOTAL	FEMALE	MALE
KINDERGARTENS	15.006	1.948.868 (100.0%)	958.956 (49.2%)	989.912 (50.8%)
ELEMENTARY SCHOOLS	24.730	8.947.226 (100.0%)	4.369.221 (48.8%)	4.578.005 (51.2%)
LOWER SECONDARY SCHOOLS	11.300	5.036.840 (100.0%)	2.459.903 (48.8%)	2.576.937 (51.2%)
UPPER SECONDARY SCHOOLS	5.501	5.218.497 (100.0%)	2.594.119 (49.7%)	2.624.378 (50.3%)
SCHOOLS FOR THE BLIND	70	4.919 (100.0%)	1.822 (37.0%)	3.097 (63.0%)
SCHOOLS FOR THE DEAF	107	7.997 (100.0%)	3.563 (44.6%)	4.434 (55.4%)
SCHOOLS FOR THE OTHERVISE HANDICAPPED	786	76.668 (100.0%)	28.329 (37.0%)	48.339 (63.0%)
COLLEGES OF TECHNOLOGY	62	54.786 (100.0%)	7.060 (12.9%)	47.726 (87.1%)
JUNIOR COLLEGES	591	524.538 (100.0%)	481.044 (91.7%)	43.494 (8.3%)
UNIVERSITIES	523	2.293.269 (100.0%)	672.337 (29.3%)	1.620.932 (70.7%)
(GRADUATE SCHOOLS)	335	109.108 (100.0%)	19.609 (18.0%)	89.499 (82.0%)
SPECIAL TRAINING COLLEGES	3.409	861.903 (100.0%)	436.326 (50.6%)	425.577 (49.4%)
MISCELLANEOUS SCHOOLS	3.202	389.807 (100.0%)	190.733 (48.9%)	199.074 (51.1%)

SOURCE : MINISTRY OF EDUCATION

15. ADVANCEMENT RATE TO UPPER SECONDARY AND TERTIARY SCHOOLS (%)

	UPPER SECONDARY SCHOOLS			UNIVERSITIES			JUNIOR COLLEGES		
	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE
1955	51.5	47.4	55.5	7.9	2.4	13.1	2.2	2.6	1.9
1980	94.2	95.4	93.1	26.1	12.3	39.3	11.3	21.0	2.0
1985	93.8	94.9	92.8	26.5	13.7	38.6	11.1	20.8	2.0
1990	94.4	95.6	93.2	24.6	15.2	33.4	11.7	22.2	1.7
1991	94.6	95.8	93.5	25.5	16.1	34.5	12.2	23.1	1.8
1992	95.0	96.2	93.9	26.4	17.3	35.2	12.4	23.5	1.8

SOURCE : MINISTRY OF EDUCATION

NOTE 1 : THE ADVANCEMENT RATE TO UPPER SECONDARY SCHOOLS REPRESENTS THE PROPORTION OF LOWER SECONDARY SCHOOL GRADUATES WHO ENTERED UPPER SECONDARY SCHOOLS INCLUDING SHORT COURSES.

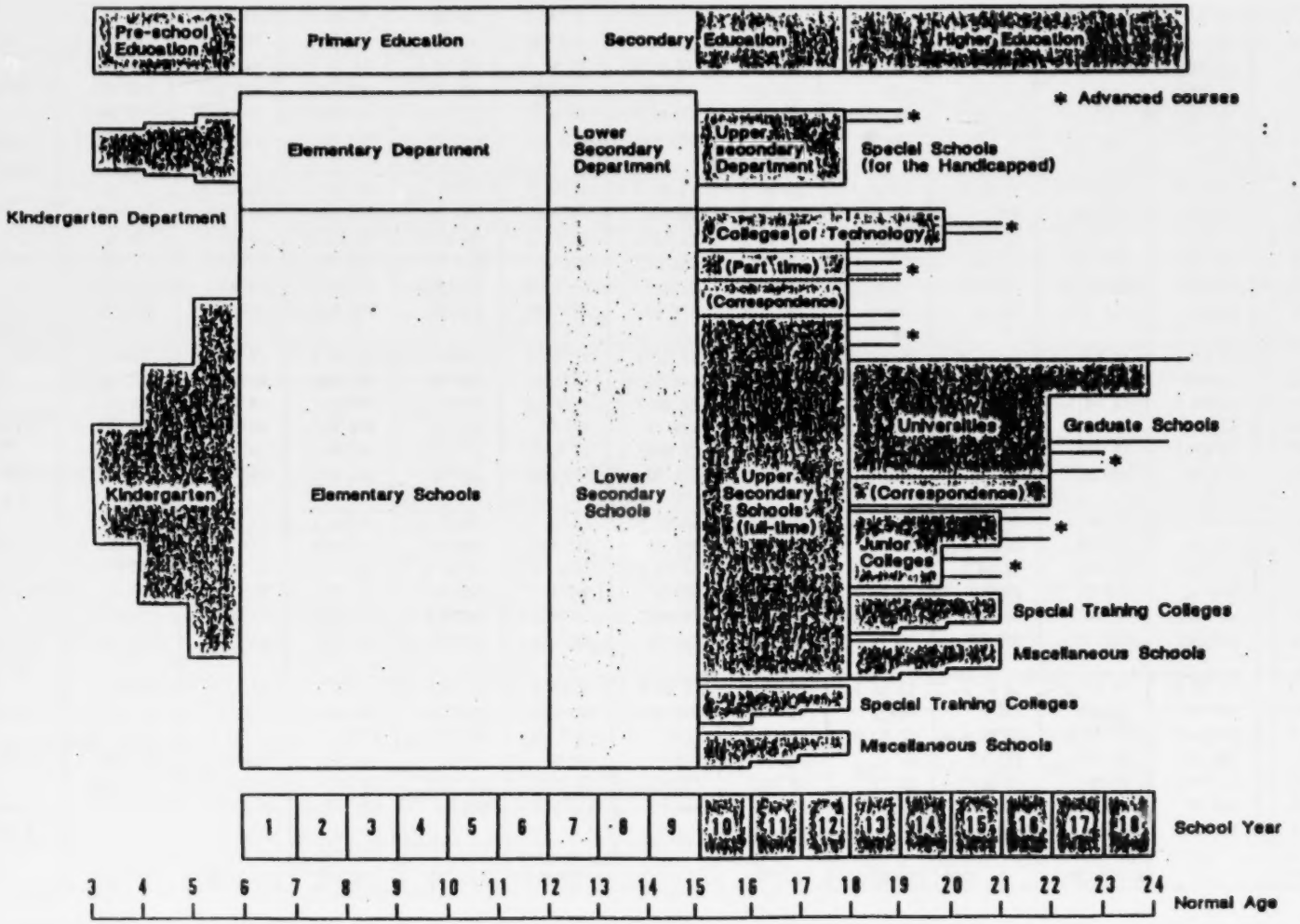
2 : THE ADVANCEMENT RATE TO UNIVERSITIES AND JUNIOR COLLEGES ARE CALCULATED BY DIVIDING EACH YEAR'S NUMBER OF ENTRANTS TO UNIVERSITIES/JUNIOR COLLEGES BY THE NUMBER OF LOWER SECONDARY SCHOOL GRADUATES THREE YEARS EARLIER.

16. ENROLLMENT IN UNIVERSITIES AND JUNIOR COLLEGES (1992)

	TOTAL	UNIVERSITIES	JUNIOR COLLEGES
TOTAL	796,280 (100.0 %)	541,604 (68.0 %)	254,676 (32.0 %)
FEMALE	408,124 (100.0 %)	172,608 (42.3 %)	235,516 (57.7 %)
MALE	388,156 (100.0 %)	368,996 (95.1 %)	19,160 (4.9 %)

SOURCE : MINISTRY OF EDUCATION

Organization of the Present School System



17. STUDENTS BY FIELD OF STUDY (UNIVERSITY - UNDERGRADUATE COURSES)

	TOTAL	HUMANITIES	SOCIAL SCIENCE	SCIENCE	ENGINEERING	AGRICULTURE	HEALTH	MERCANTILE MARINE	HOME ECONOMICS	EDUCATION & [illegible]	ARTS	OTHERS
1980												
TOTAL	1.741.584	229.890	784.737	84.578	327.787	59.558	112.658	1.585	31.838	133.211	44.158	21.921
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
FEMALE	389.890	148.961	57.488	8.678	5.185	6.858	34.881	5	31.715	78.619	27.731	6.814
	(22.4)	(58.4)	(8.2)	(15.9)	(1.5)	(11.5)	(31.1)	(0.3)	(99.3)	(53.0)	(62.8)	(31.1)
MALE	1.351.614	98.974	647.251	45.900	332.602	52.699	77.257	1.580	215	62.592	16.427	15.107
	(77.6)	(41.7)	(81.8)	(84.1)	(98.5)	(88.5)	(68.9)	(99.7)	(0.7)	(47.9)	(37.2)	(68.9)
1985												
TOTAL	1.734.392	246.858	671.881	59.878	342.590	68.963	117.899	1.548	32.185	135.227	44.890	21.546
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
FEMALE	414.384	146.732	62.440	10.758	8.375	8.828	38.379	62	31.938	78.018	28.695	6.136
	(23.9)	(59.4)	(9.3)	(18.1)	(2.7)	(14.7)	(33.4)	(4.0)	(99.2)	(57.8)	(63.9)	(28.5)
MALE	1.320.008	100.117	609.441	49.120	334.215	51.240	78.430	1.486	247	65.217	16.195	15.410
	(76.1)	(40.6)	(90.7)	(81.9)	(97.3)	(85.2)	(66.6)	(96.0)	(0.8)	(48.2)	(36.1)	(71.5)
1990												
TOTAL	1.988.572	282.594	787.225	66.778	298.646	66.737	116.401	1.534	36.422	149.960	47.972	31.163
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
FEMALE	554.666	190.498	114.830	12.227	15.185	13.871	44.488	71	35.834	76.444	31.532	10.334
	(27.9)	(65.9)	(14.6)	(18.5)	(5.9)	(20.9)	(38.2)	(4.6)	(98.5)	(54.2)	(65.7)	(33.2)
MALE	1.433.906	103.096	672.395	54.451	375.461	52.896	71.821	1.463	528	64.516	16.440	20.829
	(72.1)	(34.1)	(85.4)	(81.5)	(96.1)	(79.1)	(61.8)	(95.4)	(1.4)	(45.8)	(34.3)	(66.8)
1991												
TOTAL	2.052.335	315.422	816.900	69.273	402.272	67.900	116.447	1.341	37.237	141.773	49.783	33.868
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
FEMALE	592.128	208.544	131.875	13.178	18.710	18.212	45.237	59	36.685	77.117	32.230	11.881
	(28.9)	(66.1)	(16.0)	(19.0)	(4.7)	(22.9)	(38.4)	(4.4)	(98.5)	(54.4)	(66.1)	(34.5)
MALE	1.459.207	105.878	685.834	56.105	383.562	61.688	70.510	1.282	552	64.656	16.863	22.187
	(71.1)	(33.6)	(84.0)	(81.0)	(95.3)	(76.1)	(60.6)	(95.6)	(1.5)	(45.6)	(33.9)	(65.5)
1992												
TOTAL	2.127.713	331.579	848.301	73.100	415.909	68.688	116.993	1.155	38.587	143.588	51.875	38.883
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
FEMALE	636.356	228.215	147.906	14.450	22.768	18.712	47.834	57	37.927	78.783	34.647	13.139
	(29.9)	(68.4)	(17.4)	(19.8)	(5.5)	(26.9)	(40.9)	(4.9)	(98.2)	(54.8)	(66.8)	(35.6)
MALE	1.491.357	111.364	700.395	58.650	393.283	50.976	69.164	1.098	660	64.895	17.228	23.744
	(70.1)	(33.6)	(82.6)	(80.2)	(94.5)	(73.1)	(59.1)	(95.1)	(1.7)	(45.2)	(33.2)	(64.4)

SOURCE : MINISTRY OF EDUCATION

18. FULL-TIME TEACHERS BY TYPE OF POSITION

		1980			1985			1990			1992		
		TOTAL	FEMALE(%)	MALE	TOTAL	FEMALE(%)	MALE	TOTAL	FEMALE(%)	MALE	TOTAL	FEMALE(%)	MALE
ELEMENTARY SCHOOLS	PRINCIPALS	23.413	478(2.0)	22.937	23.748	644(2.7)	23.104	23.689	968(4.1)	22.721	23.673	1.418(6.0)	22.255
	VICE-PRINCIPALS	24.147	806(3.3)	23.341	24.449	1.849(4.3)	23.600	24.282	2.821(11.7)	21.261	24.098	3.615(15.0)	20.483
	TEACHING STAFF	467.853	284.922(60.9)	282.821	451.266	258.218(58.0)	293.037	444.218	258.188(58.3)	185.838	448.788	263.635(58.8)	177.124
LOWER SECONDARY SCHOOLS	PRINCIPALS	9.661	19(0.2)	9.642	10.090	27(0.3)	10.069	10.295	75(0.7)	10.210	10.277	112(1.1)	10.165
	VICE-PRINCIPALS	10.644	55(0.5)	10.589	11.256	156(1.4)	11.100	11.381	303(2.7)	11.078	11.339	391(3.4)	10.948
	TEACHING STAFF	251.279	80.468(32.0)	170.811	285.123	81.714(33.8)	183.409	286.985	104.007(36.4)	182.058	282.737	107.150(37.9)	175.587
UPPER SECONDARY SCHOOLS	PRINCIPALS	4.703	125(2.6)	4.008	5.073	120(2.4)	4.953	5.181	128(2.4)	5.056	5.302	125(2.4)	5.077
	VICE-PRINCIPALS	8.814	73(1.1)	8.541	7.011	85(1.2)	6.925	7.255	118(1.6)	7.147	7.376	135(1.8)	7.241
	TEACHING STAFF	243.592	43.591(17.9)	200.001	266.809	48.985(18.7)	218.824	285.006	58.685(20.5)	227.341	284.609	60.534(21.3)	223.075
COLLEGES OF TECHNOLOGY	PRINCIPALS	60	0(—)	60	61	0(—)	61	61	0(—)	61	61	0(—)	61
	PROFESSORS	1.182	5(0.4)	1.177	1.279	4(0.3)	1.275	1.456	5(0.3)	1.451	1.552	7(0.5)	1.545
	ASSOCIATE PROFESSORS	1.415	2(0.1)	1.413	1.485	4(0.3)	1.481	1.426	8(0.6)	1.418	1.400	15(1.1)	1.284
	TEACHING STAFF	3.721	29(0.8)	3.692	3.770	32(0.8)	3.738	4.003	58(1.4)	3.945	4.126	83(2.0)	4.043
JUNIOR COLLEGES	PRESIDENTS	354	52(14.8)	298	370	53(14.3)	317	404	51(12.6)	353	405	47(11.6)	358
	VICE-PRESIDENTS	81	8(9.9)	73	89	12(13.5)	77	116	10(8.6)	106	122	13(10.7)	109
	PROFESSORS	5.683	1.209(21.3)	4.474	6.323	1.525(24.1)	4.798	7.652	1.830(25.2)	5.722	7.842	2.050(25.8)	5.832
	ASSOCIATE PROFESSORS	4.152	1.633(39.3)	2.519	4.882	1.906(38.9)	2.976	5.008	2.149(37.9)	3.518	5.946	2.255(37.9)	3.691
	TEACHING STAFF	16.372	8.320(28.6)	18.052	12.760	6.895(28.8)	18.865	28.429	7.818(28.2)	12.671	21.170	8.141(28.5)	13.029
UNIVERSITIES	PRESIDENTS	433	29(6.6)	413	448	18(4.0)	428	487	28(4.8)	477	534	22(4.3)	492
	VICE-PRESIDENTS	146	2(1.7)	144	133	2(1.5)	131	164	2(1.2)	156	174	2(1.1)	172
	PROFESSORS	33.431	1.217(3.6)	32.214	37.693	1.815(4.3)	35.886	44.837	2.308(5.8)	41.829	47.094	2.517(5.2)	44.567
	ASSOCIATE PROFESSORS	23.646	1.537(6.5)	22.108	28.148	1.846(7.1)	24.302	28.738	2.311(8.0)	26.427	29.856	2.555(8.6)	27.309
	TEACHING STAFF	102.909	8.630(8.4)	94.358	112.269	9.582(8.5)	102.687	123.838	11.399(9.2)	112.439	129.824	12.388(9.6)	116.644

SOURCE : MINISTRY OF EDUCATION

19. EMPLOYMENT RATE OF NEW GRADUATES

			TOTAL	LOWER SECONDARY	UPPER SECONDARY	JUNIOR COLLEGE	UNIVERSITY
NUMBER OF EMPLOYED	FEMALE	1980	526.617	27.373	319.108	118.578	61.558
		1985	524.874	26.925	299.311	131.748	66.890
		1990	597.155	17.365	320.592	170.306	88.892
		1991	606.514	15.206	315.547	177.179	98.582
		1992	597.138	12.634	298.551	182.871	103.082
	MALE	1980	554.778	40.042	280.585	10.578	223.571
		1985	558.778	43.802	284.801	9.122	221.453
		1990	585.446	37.457	301.738	10.923	235.328
		1991	598.120	32.795	305.067	10.965	249.303
		1992	585.129	27.899	299.107	11.129	246.988
RATIO (%)	FEMALE	1980	100.0	5.2	60.6	22.5	11.7
		1985	100.0	5.1	57.0	25.1	12.7
		1990	100.0	2.9	53.7	28.5	14.9
		1991	100.0	2.5	52.0	29.2	16.3
		1992	100.0	2.1	50.0	30.6	17.3
	MALE	1980	100.0	7.2	50.6	1.9	40.3
		1985	100.0	8.1	49.1	1.7	41.1
		1990	100.0	6.4	51.5	1.9	40.2
		1991	100.0	5.5	51.0	1.8	41.7
		1992	100.0	4.8	51.1	1.9	42.2
EMPLOYMENT RATE (%)	FEMALE	1980	23.4	1.2(83.1)	45.6(90.6)	78.4(83.1)	85.7(87.7)
		1985	23.2	2.9(78.0)	43.4(90.0)	81.3(83.1)	72.4(78.4)
		1990	27.7	1.8(69.0)	38.2(88.6)	88.1(90.4)	81.0(85.1)
		1991	28.4	1.7(68.6)	34.8(88.8)	88.0(90.8)	81.8(86.1)
		1992	28.3	1.5(67.4)	32.9(88.6)	86.8(89.9)	80.4(84.9)
	MALE	1980	29.5	4.5(86.2)	40.2(83.3)	71.8(80.6)	78.5(84.6)
		1985	27.7	4.5(88.2)	38.7(88.3)	72.6(82.4)	78.8(86.6)
		1990	28.6	3.7(79.8)	34.2(85.5)	72.9(83.2)	81.0(90.1)
		1991	27.5	3.4(78.6)	34.0(85.9)	73.0(83.6)	81.1(90.2)
		1992	27.4	3.1(78.5)	33.3(86.2)	70.6(81.3)	78.7(89.4)

SOURCE : MINISTRY OF EDUCATION

NOTES :

$$\text{EMPLOYMENT RATE} = \frac{\text{NUMBER OF THE EMPLOYED INCLUDING THOSE WHO ENTERED HIGHER-LEVEL SCHOOLS WHILE BEING EMPLOYED}}{\text{NUMBER OF GRADUATES}} \times 100$$

THE FIGURES IN PARENTHESES WERE CALCULATED AS FOLLOWS:

$$\text{UNIVERSITIES:} \quad \frac{\text{NUMBER OF THE EMPLOYED}}{\text{NUMBER OF GRADUATES (NOT INCLUDING THOSE WHO ADVANCED TO POSTGRADUATE SCHOOLS AND INTERNS)}} \times 100$$

$$\text{JUNIOR COLLEGES:} \quad \frac{\text{NUMBER OF THE EMPLOYED}}{\text{NUMBER OF GRADUATES (NOT INCLUDING THOSE WHO ADVANCED TO UPPER SCHOOLS)}} \times 100$$

$$\text{SECONDARY SCHOOLS:} \quad \frac{\text{NUMBER OF THE EMPLOYED}}{\text{NUMBER OF GRADUATES (NOT INCLUDING THOSE WHO ENTERED HIGHER-LEVEL SCHOOLS WHILE BEING EMPLOYED)}} \times 100$$

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20. LABOUR FORCE POPULATION AND EMPLOYED POPULATION

		POPULATION OF WORKING AGE	LABOUR FORCE POPULATION			NON-LABOUR FORCE POPULATION	LABOUR FORCE PARTICIPATION RATE	DISTRIBUTION OF LABOUR FORCE BY SEX	UNEMPLOYMENT RATE
			TOTAL	EMLOYED POPULATION	UNEMPLOYED POPULATION				
		(000)	(000)	(000)	(000)	(000)	(%)	(%)	(%)
TOTAL	1980	89. 320	56. 500	55. 360	1. 140	32. 490	63. 3	100. 0	2. 0
	1985	94. 650	59. 630	58. 070	1. 560	34. 500	63. 0	100. 0	2. 6
	1990	100. 890	63. 840	62. 490	1. 340	36. 570	63. 3	100. 0	2. 1
	1991	101. 990	65. 050	63. 690	1. 360	36. 490	63. 8	100. 0	2. 1
	1992	102. 830	65. 780	64. 360	1. 420	36. 790	64. 0	100. 0	2. 2
FEMALE	1980	45. 910	21. 850	21. 420	430	23. 910	47. 6	38. 7	2. 0
	1985	48. 630	23. 670	23. 040	630	24. 720	48. 7	39. 7	2. 7
	1990	51. 780	25. 930	25. 360	570	25. 620	50. 1	40. 6	2. 2
	1991	52. 330	26. 510	25. 920	590	25. 610	50. 7	40. 8	2. 2
	1992	52. 810	26. 790	26. 190	600	25. 900	50. 7	40. 7	2. 2
MALE	1980	43. 410	34. 650	33. 940	710	8. 590	79. 8	61. 3	2. 0
	1985	46. 020	35. 960	35. 030	930	9. 780	78. 1	60. 3	2. 6
	1990	49. 110	37. 910	37. 130	770	10. 950	77. 2	59. 4	2. 0
	1991	49. 650	38. 540	37. 760	780	10. 880	77. 6	59. 2	2. 0
	1992	50. 020	38. 990	38. 170	820	10. 900	77. 9	59. 3	2. 1

SOURCE : MANAGEMENT AND COORDINATION AGENCY

21. LABOUR FORCE PARTICIPATION RATES BY AGE GROUP

	1980		1992	
	FEMALE	MALE	FEMALE	MALE
TOTAL	47.6%	79.8%	50.7%	77.9%
15~19	18.5	17.4	17.6	19.4
20~24	70.0	69.6	75.6	74.5
25~29	49.2	96.3	64.0	96.4
30~34	48.2	97.6	52.7	98.0
35~39	58.0	97.6	62.4	98.1
40~44	64.1	97.6	70.5	98.2
45~49	64.4	96.5	72.0	98.0
50~54	59.3	96.0	67.6	97.1
55~59	50.5	91.2	55.6	93.6
60~64	38.8	77.8	40.7	75.0
65~	15.5	41.0	16.7	38.2

SOURCE : MANAGEMENT AND COORDINATION AGENCY

22. FEMALE LABOUR FORCE PARTICIPATION RATES BY MARITAL STATUS

	TOTAL	UNMARRIED	MARRIED	WIDOWED/DIVORCED
1980	47.6%	52.6%	49.2%	34.2%
1985	48.7	53.0	51.1	32.9
1990	50.1	55.2	52.7	32.3
1991	50.7	56.4	53.2	32.4
1992	50.7	57.4	52.9	32.7

SOURCE : MANAGEMENT AND COORDINATION AGENCY

23. DISTRIBUTION OF WORKERS BY EMPLOYMENT STATUS

			TOTAL	SELF-EMPLOYED	FAMILY EMPLOYEES	EMPLOYEES
NUMBER (0,000s)	FEMALE	1980	2,142	293	491	1,354
		1985	2,304	288	461	1,548
		1990	2,536	271	424	1,834
		1991	2,592	265	402	1,918
		1992	2,619	263	375	1,974
	MALE	1980	3,394	658	112	2,617
		1985	3,503	628	99	2,764
		1990	3,713	607	93	3,001
		1991	3,776	594	87	3,084
		1992	3,817	580	81	3,145
RATIO (%)	FEMALE	1980	100.0	13.7	22.9	63.2
		1985	100.0	12.5	20.0	67.2
		1990	100.0	10.7	16.7	72.3
		1991	100.0	10.2	15.5	74.0
		1992	100.0	10.0	14.3	75.4
	MALE	1980	100.0	19.4	3.3	77.1
		1985	100.0	17.9	2.8	78.9
		1990	100.0	16.3	2.5	80.8
		1991	100.0	15.7	2.3	81.7
		1992	100.0	15.2	2.1	82.4

SOURCE : MANAGEMENT AND COORDINATION AGENCY

24. DISTRIBUTION OF WORKERS BY INSUDTRIAL CLASSIFICATION

		TOTAL	PRIMARY INDUSTRY	SECONDARY INDUSTRY	TERTIALY INDUSTRY
NUMBER OF WORKERS (IN THOUSANDS)					
	1980	55,360	5,770	19,260	30,200
	1985	58,070	5,090	19,920	32,830
TOTAL	1990	62,490	4,510	20,990	36,690
	1991	63,690	4,270	21,600	37,520
	1992	64,360	4,110	21,940	38,010
	1980	21,420	2,830	6,050	12,500
	1985	23,040	2,440	6,510	14,000
FEMALE	1990	25,360	2,150	6,920	16,180
	1991	25,920	2,010	7,110	16,690
	1992	26,190	1,900	7,110	17,060
RATIO (%)					
	1980	100.0	10.4	34.8	54.6
	1985	100.0	8.8	34.3	56.5
TOTAL	1990	100.0	7.2	33.6	58.7
	1991	100.0	6.7	33.9	58.9
	1992	100.0	6.4	34.1	59.1
	1980	100.0	13.2	28.2	58.4
	1985	100.0	10.6	28.3	60.8
FEMALE	1990	100.0	8.5	27.3	63.8
	1991	100.0	7.8	27.4	64.4
	1992	100.0	7.3	27.1	65.1

SOURCE : MANAGEMENT AND COORDINATION AGENCY

25. DISTRIBUTION OF FEMALE EMPLOYEES BY TYPE OF INDUSTRY

	1980		1985		1990		1991		1992	
	(000)	%	(000)	%	(000)	%	(000)	%	(000)	%
TOTAL	13.540	100.0	15.480	100.0	18.340	100.0	19.180	100.0	19.740	100.0
AGRICULTURE	90	0.7	90	0.6	110	0.6	120	0.6	120	0.6
FISHERIES	20	0.1	30	0.2	20	0.1	20	0.1	20	0.1
MINING	10	0.1	10	0.1	10	0.1	10	0.1	10	0.1
CONSTRUCTION	580	4.3	570	3.7	720	3.9	790	4.1	810	4.1
MANUFACTURING	3.860	28.5	4.350	28.1	4.710	25.7	4.890	25.5	4.940	25.0
ELECTRICITY, GAS, HEAT AND WATER SUPPLY	40	0.3	40	0.3	40	0.2	40	0.2	50	0.3
TRANSPORTATION & COMMUNICATION	390	2.9	410	2.6	510	2.8	540	2.8	590	3.0
WHOLESALE, RETAIL & RESTAURANT	3.510	25.9	4.080	26.4	4.930	26.9	5.160	26.9	5.380	27.3
FINANCE, INSURANCE AND REAL ESTATE	820	6.1	900	5.8	1.210	6.6	1.240	6.5	1.230	6.2
SERVICE	3.880	28.7	4.640	30.0	5.670	30.9	5.950	31.0	6.180	31.3
PUBLIC SERVICE AND OTHERS	330	2.4	350	2.3	360	2.0	370	1.9	380	1.9

SOURCE : MANAGEMENT AND COORDINATION AGENCY

26 EMPLOYEES BY OCCUPATION

		TOTAL	PROFESSIONAL & TECHNICAL WORKERS	MANAGERS & OFFICIALS	CLERICAL & RELATED WORKERS	SALES WORKERS	PROTECTIVE SERVICE & SERVICE WORKERS	FARMERS, LUMBER & FISHING WORKERS	WORKERS IN TRANSPORT & COMMUNICA -TION	MINING WORKERS	MANUFACTURING & CONSTRUCTION WORKERS	LABOURERS
TOTAL	1980	3.971	364	217	867	497	342	40	229	4	1.260	148
	1985	4.313	451	207	954	581	342	38	210	3	1.310	204
	1990	4.835	594	234	1.088	680	384	39	216	2	1.342	245
	1991	5.002	633	243	1.141	697	402	41	214	2	1.367	252
	1992	5.119	652	252	1.162	715	422	42	211	3	1.384	265
FEMALE EMPLOYEES	1980	1.354	176	11	443	157	174	10	14	0	314	54
	1985	1.548	211	14	507	183	174	10	11	0	352	86
	1990	1.834	253	18	631	230	197	11	9	0	378	102
	1991	1.918	267	20	669	242	207	12	10	0	385	104
	1992	1.974	271	20	689	251	222	12	10	0	385	110
RATIO OF FEMALE EMPLOYEES	1980	34. 1	48. 4	5. 1	51. 1	31. 6	50. 9	25. 0	6. 1	0. 0	24. 9	36. 5
	1985	35. 9	46. 8	6. 8	53. 1	31. 5	50. 9	26. 3	5. 2	0. 0	26. 7	42. 2
	1990	37. 9	42. 6	7. 7	58. 0	33. 8	51. 3	28. 2	4. 2	0. 0	28. 2	41. 6
	1991	38. 3	42. 2	8. 2	58. 6	34. 7	51. 5	29. 3	4. 7	0. 0	28. 2	41. 3
	1992	38. 6	41. 6	7. 9	59. 3	35. 1	52. 6	28. 6	4. 7	0. 0	27. 8	41. 5

SOURCE : MANAGEMENT AND COORDINATION AGENCY

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27. MONTHLY CONTRACTUAL CASH EARNINGS AND SCHEDULED EARNINGS
(IN ESTABLISHMENTS WITH 10 OR MORE REGULAR WORKERS)

	MONTHLY CONTRACTUAL CASH EARNINGS		SHCEDULED EARNINGS	
	FEMALE	MALE	FEMALE	MALE
	(1,000YEN)	(1,000YEN)	(1,000YEN)	(1,000YEN)
1980	122.5	221.7	116.9	198.6
1985	153.6	274.0	145.8	244.6
1990	186.1	326.2	175.0	290.5
1991	195.7	340.6	184.4	303.8
1992	203.6	345.6	192.8	313.5

SOURCE : MINISTRY OF LABOUR

28. DIFFERENTIALS BETWEEN SEXES OF SCHEDULED CASH EARNINGS OF THE STANDARD EMPLOYEES BY AGE GROUP (1992 SURVEY)

	RATIOS OF WOMEN'S SCHEDULED CASH EARNINGS TO MEN'S (%)	
AGE GROUP	UPPER SECONDARY SCHOOL GRADUATES	UNIVERSITY GRADUATES
18~19	92.9	-
20~24	89.4	95.3
25~29	84.9	90.9
30~34	80.9	85.7
35~39	78.3	84.0
40~44	74.1	80.5
45~49	72.0	83.8
50~54	68.3	78.0

SOURCE : MINISTRY OF LABOUR

29. STARTING SALARIES OF EMPLOYEES FRESH FROM SCHOOL (IN ESTABLISHMENTS WITH 10 OR MORE REGULAR WORKERS)

	LOWER SECONDARY SCHOOL GRADUATES			UPPER SECONDARY SCHOOL GRADUATES			COLLEGE OF TECHNOLOGY/ JUNIOR COLLEGE GRADUATES			UNIVERSITY GRADUATES (CLERICAL JOBS)		
	FEMALE 1,000YEN	MALE 1,000YEN	MALE-FEMALE GAP (MALE=100)	FEMALE 1,000YEN	MALE 1,000YEN	MALE-FEMALE GAP (MALE=100)	FEMALE 1,000YEN	MALE 1,000YEN	MALE-FEMALE GAP (MALE=100)	FEMALE 1,000YEN	MALE 1,000YEN	MALE-FEMALE GAP (MALE=100)
1980	73.2	81.1	90.3	88.3	92.8	95.2	97.4	100.7	96.7	108.7	114.5	94.9
1985	91.7	96.2	95.3	106.2	112.2	94.7	117.0	123.6	94.7	133.5	138.9	96.1
1990	107.1	117.0	91.5	126.0	133.0	94.7	138.1	145.4	95.0	162.0	168.8	96.0
1991	114.8	123.5	93.0	133.2	140.8	94.6	146.5	155.1	94.5	171.2	177.9	96.2
1992	117.2	128.0	91.6	139.5	146.6	95.2	152.4	160.9	94.7	178.8	185.7	96.3

SOURCE : MINISTRY OF LABOUR

30. AVERAGE MONTHLY WORKING HOURS PER REGULAR EMPLOYEE
(IN ESTABLISHMENTS WITH 30 OR MORE REGULAR WORKERS)

	TOTAL HOURS WORKED		SCHEDULTED HOURS		OVERTIME	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
1980	164. 1	181. 2	158. 1	164. 1	6. 0	17. 1
1985	162. 5	182. 4	155. 8	163. 6	6. 7	18. 8
1990	155. 3	179. 4	148. 1	159. 5	7. 2	19. 9
1991	153. 0	176. 2	146. 2	157. 3	6. 8	18. 9
1992	150. 2	172. 2	144. 5	156. 1	5. 7	16. 1

SOURCE : MINISTRY OF LABOUR

31. TRADE UNION MEMBERS AND ESTIMATED RATES OF UNIONIZATION

	FEMALE			MALE			WOMEN IN TOTAL UNION MEMBERS(%)
	UNION MEMBERS (10,000 PERSONS)	EMPLOYEES (10,000 PERSONS)	ESTIMATED UNIONIZATION RATES(%)	UNION MEMBERS (10,000 PERSONS)	EMPLOYEES (10,000 PERSONS)	ESTIMATED UNIONIZATION RATE(%)	
JUN. 1980	338	1,374	24.6	886	2,638	33.6	27.6
JUN. 1985	339	1,545	21.9	893	2,756	32.4	27.5
JUN. 1990	339	1,854	18.3	880	3,021	29.1	27.8
JUN. 1991	346	1,953	17.7	887	3,109	28.5	28.0
JUN. 1992	352	2,002	17.6	895	3,137	28.5	28.2

SOURCE : MINISTRY OF LABOUR, MANAGEMENT AND COORDINATION AGENCY

NOTE : THE ESTTIMATED RATE OF UNIONIZATION IS THE RATIO OF UNION MEMBERS AGAINST TOTAL EMPLOYEES.

32. PART-TIME WORKERS (NON-AGRICULTURAL SECTOR)

	TOTAL			FEMALE		
	NUMBER OF EMPLOYEES (000)	NUMBER OF PART-TIME WORKERS (000)	RATIO OF PART-TIME WORKERS (%)	NUMBER OF EMPLOYEES (000)	NUMBER OF PART-TIME WORKERS (000)	RATIO OF PART-TIME WORKERS (%)
1980	39,410	3,900	9.9	13,450	2,560	19.0
1985	42,850	4,710	11.0	15,390	3,330	21.6
1990	48,060	7,220	15.0	18,230	5,010	27.5
1991	49,720	8,020	16.1	19,070	5,500	28.8
1992	50,860	8,680	17.1	19,620	5,920	30.2

SOURCE : MANAGEMENT AND COORDINATION AGENCY

NOTE : PART-TIME WORKERS ARE THE EMPLOYEES WHO WORKED FOR LESS THAN 35 HOURS IN THE WEEK IN WHICH THE SURVEY WAS CONDUCTED. (INCLUDING SEASONAL WORKERS AND IRREGULAR WORKERS)

33. NUMBER OF FARM HOUSEHOLDS AND POPULATION ENGAGED IN AGRICULTURE

	FARM HOUSEHOLDS (IN THOUSANDS)			POPULATION ENGAGED IN AGRICULTURE (IN THOUSANDS)		
	TOTAL	FULL-TIME	PART-TIME	TOTAL	FEMALE	MALE
1980	4.661 (100.0%)	623 (13.4)	4.038 (86.6)	6.973 (100.0%)	4.230 (61.7)	2.674 (38.3)
1985	4.376 (100.0%)	626 (14.3)	3.750 (85.7)	6.363 (100.0%)	3.885 (61.0)	2.478 (39.0)
1990	3.835 (100.0%)	592 (15.4)	3.243 (84.6)	5.653 (100.0%)	3.404 (60.2)	2.249 (39.8)
1991	3.789			4.630 (100.0%)	2.686 (58.0)	1.944 (42.0)
	COMMERCIAL FARM HOUSEHOLDS 2.936 (100.0%)	460 (15.7)	2.476 (84.3)			
1992	3.742			4.522 (100.0%)	2.624 (58.0)	1.897 (42.0)
	COMMERCIAL FARM HOUSEHOLDS 2.888 (100.0%)	451 (15.6)	2.437 (84.4)			

SOURCE : MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES

NOTE : WITH RESPECT TO POPULATION ENGAGED IN AGRICULTURE, FIGURES FOR 1991 AND 1992 WERE OF THE POPULATION OF COMMERCIAL FARM HOUSEHOLDS.

34. DISTRUBUTION OF WORKERS WHO ARE ENGAGED IN AGRICULTURE AND FORESTRY BY EMPLOYMENT STATUS (IN 1992)

(IN THOUSANDS)

	TOTAL	SELF-EMPLOYED	FAMILY EMPLOYEES	EMPLOYEES
FEMALE	1,810 (100.0 %)	340 (18.8%)	1,350 (74.6%)	120 (6.6%)
MALE	1,940 (100.0 %)	1,480 (76.3%)	260 (13.4%)	200 (10.3%)

SOURCE : MANAGEMENT AND COORDINATION AGENCY

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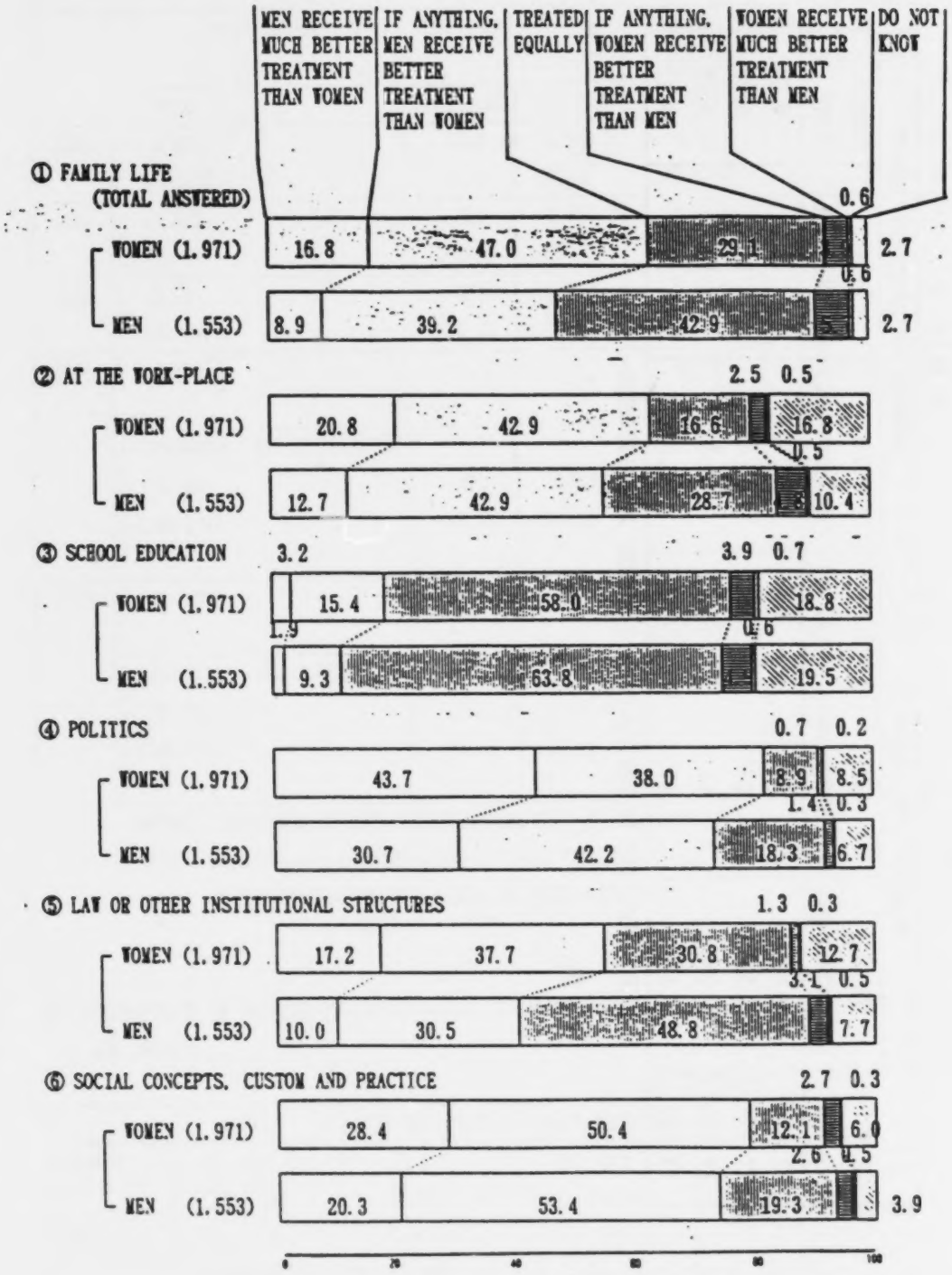
35. WOMEN IN AGRICULTURAL COOPERATIVES

	MEMBERS (INDIVUDUALS)			MEMBERS OF GOVERNING BODIES		
	TOTAL (IN THOUSANDS)	FEMALE (IN THOUSANDS)	FEMALE RATIO (%)	TOTAL (IN THOUSANDS)	FEMALE (IN THOUSANDS)	FEMALE RATIO (%)
FY 1980	5.635	497	8.8	81.059	29	0.04
FY 1985	5.536	574	10.4	77.490	39	0.05
FY 1990	5.538	667	12.0	68.611	70	0.10
FY 1991	5.526	675	12.2	66.538	73	0.11

SOURCE : MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES

36. DO WOMEN AND MEN HAVE EQUAL STATUS ?


MEN RECEIVE MUCH BETTER TREATMENT THAN WOMEN
IF ANYTHING, MEN RECEIVE BETTER TREATMENT THAN WOMEN
TREATED EQUALLY
IF ANYTHING, WOMEN RECEIVE BETTER TREATMENT THAN MEN
WOMEN RECEIVE MUCH BETTER TREATMENT THAN MEN
DO NOT KNOW
① FAMILY LIFE (TOTAL ANSWERED)
WOMEN (1.971) 16.8 47.0 29.1 0.6 2.7
MEN (1.553) 8.9 39.2 42.9 0.6 2.7
② AT THE WORK-PLACE
WOMEN (1.971) 20.8 42.9 16.6 2.5 16.8 0.5
MEN (1.553) 12.7 42.9 28.7 0.5 10.4
③ SCHOOL EDUCATION
WOMEN (1.971) 3.2 15.4 58.0 3.9 0.7 18.8
MEN (1.553) 1.9 9.3 63.8 0.6 19.5
④ POLITICS
WOMEN (1.971) 43.7 38.0 0.7 8.9 0.2 8.5
MEN (1.553) 30.7 42.2 1.4 18.3 0.3 6.7
⑤ LAW OR OTHER INSTITUTIONAL STRUCTURES
WOMEN (1.971) 17.2 37.7 30.8 1.3 12.7 0.3
MEN (1.553) 10.0 30.5 48.8 3.1 7.7 0.5
⑥ SOCIAL CONCEPTS, CUSTOM AND PRACTICE
WOMEN (1.971) 28.4 50.4 12.1 2.7 6.0 0.3
MEN (1.553) 20.3 53.4 19.3 2.6 3.9 0.5
0 20 40 60 80 100

SOURCE : PRIME MINISTER'S OFFICE

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37. WHAT IS MOST IMPORTANT TO ACHIEVE EQUALITY BETWEEN MEN AND WOMEN ? (SURVEY CONDUCTED IN 1992)

	TOTAL ANSWERED	IMPROVING WOMEN'S ABILITY BY THEIR OWN EFFORT (1)	REFORMING SOCIAL PRACTICES, ETC. (2)	REVIEWING LAWS AND SYSTEMS (3)	ADOPTING AND STRENGTHENING SYSTEMS TO PROMOTE WOMEN TO IMPORTANT POSTS (4)	IMPROVING FACILITIES & SERVICES TO SUPPORT WOMEN (5)	OTHERS	DON'T KNOW
	(PERSONS)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
TOTAL	3.524	28.0	26.8	13.1	12.7	9.3	0.6	9.7
FEMALE	1.971	28.1	26.3	12.4	11.1	11.1	0.4	10.7
MALE	1.553	27.8	27.3	13.9	14.7	7.1	0.8	8.4
[BY SEX AND AGE GROUP]								
(FEMALE)								
AGE 20-29	221	28.1	30.3	8.6	14.9	15.8	0.5	1.8
30-39	387	25.6	31.0	11.6	11.6	17.1	0.3	2.8
40-49	464	29.1	27.4	15.3	12.1	11.0	-	5.2
50-59	407	30.2	23.8	13.5	11.1	8.4	0.5	12.5
60 AND OVER	492	27.4	22.0	11.0	7.9	6.5	0.6	24.6
(MALE)								
AGE 20-29	195	23.6	31.8	9.2	15.9	9.7	0.5	9.2
30-39	239	19.7	33.1	19.7	12.1	10.9	0.8	3.8
40-49	373	37.5	25.2	9.7	13.4	6.7	1.1	6.4
50-59	315	27.0	27.9	12.7	15.9	8.9	0.6	7.0
60 AND OVER	431	26.2	23.4	17.4	15.8	3.0	0.9	13.2
[BY SIZE OF CITIES]								
(FEMALE)								
TOKYO SPECIAL WARDS	119	36.1	23.5	16.8	7.6	9.2	-	6.7
DESIGNATED CITIES	266	32.0	22.2	12.8	12.4	13.2	-	7.5
MIDDLE-SIZE CITIES	694	29.7	27.7	12.8	10.7	9.7	0.4	9.1
SMALL-SIZE CITIES	391	24.0	24.0	14.1	13.8	12.8	0.5	10.7
TOWNS AND VILLAGES	501	25.1	29.1	9.2	9.6	11.0	0.4	15.6
[BY EMPLOYMENT STATUS]								
(FEMALE)								
WITH JOBS	1.081	29.0	27.5	12.7	10.8	12.6	0.2	7.2
SELF-EMPLOYED	111	24.3	27.9	16.2	10.8	9.0	0.9	10.8
FAMILY WORKERS	262	24.0	26.7	15.6	9.2	12.6	0.4	11.5
EMPLOYED	708	31.6	27.7	11.0	11.4	13.1	-	5.1
WITHOUT JOBS	890	27.0	24.9	12.0	11.3	9.2	0.6	14.9
HOUSEWIVES	714	27.5	25.5	12.7	11.9	10.1	0.4	11.9
WITHOUT JOBS	176	25.0	22.7	9.1	9.1	5.7	1.1	27.3
OTHERS								
[BY MARITAL STATUS]								
(FEMALE)								
MARRIED	1.560	28.1	26.0	12.8	11.2	12.4	0.3	9.3
NEVER MARRIED	164	34.1	31.7	9.1	13.4	8.5	-	3.0
[BY AGE OF THEIR YOUNGEST CHILDREN]								
(FEMALE)								
WITH CHILDREN	1.710	26.9	25.8	12.8	11.1	11.6	0.4	11.3
UNDER AGE 5	264	20.5	29.5	11.7	14.4	20.8	0.8	2.3
AGE 6-10	194	28.9	29.4	12.9	12.9	13.4	-	2.6
11-15	197	26.9	25.4	13.7	11.7	16.2	-	6.1
16-20	244	33.2	28.3	14.3	10.2	8.2	-	5.7
21 AND OVER	811	26.6	23.2	12.5	9.6	8.1	0.6	19.4
WITHOUT CHILDREN	261	36.0	29.5	9.6	11.1	7.3	-	6.5

SOURCE : PRIME MINISTER'S OFFICE

NOTES : (1) THAT WOMEN THEMSELVES ENDEAVOUR TO IMPROVE THEIR POWER ACTIVELY THROUGH ECONOMIC EMPOWERMENT AND ACQUISITION OF KNOWLEDGE AND SKILLS.
(2) TO REFORM PREJUDICE, RIGID SOCIAL CONCEPTS, CUSTOM AND PRACTICE SURROUNDING WOMEN.
(3) TO REVIEW LAWS AND SYSTEMS TO AMEND THOSE WHICH LEAD TO DISCRIMINATION AGAINST WOMEN.
(4) TO ADOPT AND STRENGTHEN SYSTEMS TO PROMOTE WOMEN TO IMPORTANT POSTS IN PUBLIC AND PRIVATE SECTORS.
(5) TO IMPROVE FACILITIES AND SERVICES TO SUPPORT WOMEN IN EMPLOYMENT AND PARTICIPATION IN THE SOCIETY.

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38. PENAL CODE CRIME CASES (IN WHICH WOMEN WERE VICTIMS) KNOWN TO THE POLICE BY TYPE OF CRIME

(%)

	TOTAL NUMBER OF CRIMINAL CASES	IN WHICH WOMEN WERE VICTIMS	HOMICIDE	ROBBERY	BODILY INJURY	LARCENY	FRAUD	RAPE	INDECENT ASSAULT
1972	1.182.960	251.859	707	1.035	6.546	210.535	15.246	4.677	2.969
		(21.3)	(35.0)	(41.4)	(15.2)	(20.9)	(26.4)	(100.0)	(94.6)
1980	1.192.795	321.347	630	950	4.474	285.880	14.665	2.610	2.663
		(26.9)	(38.2)	(46.5)	(17.0)	(27.2)	(29.5)	(100.0)	(94.3)
1985	1.392.019	422.156	648	761	4.057	382.011	17.676	1.802	2.536
		(30.3)	(36.9)	(44.9)	(18.2)	(30.6)	(31.7)	(100.0)	(95.9)
1990	1.480.680	487.289	414	610	3.471	449.503	12.384	1.548	2.625
		(32.9)	(33.5)	(39.9)	(17.9)	(33.8)	(36.9)	(100.0)	(96.2)
1991	1.545.062	505.478	435	655	3.367	467.104	10.327	1.603	3.061
		(32.7)	(36.0)	(38.0)	(18.1)	(33.8)	(35.7)	(100.0)	(96.4)
1992	1.575.659	511.551	423	758	3.590	469.727	10.986	1.504	3.400
		(32.5)	(34.5)	(38.2)	(19.0)	(33.5)	(36.3)	(100.0)	(97.0)

SOURCE : NATIONAL POLICE AGENCY

NOTES : 1. TRAFFIC OFFENCES ARE NOT INCLUDED.

2. AMONG THE CASES INVOLVING MORE THAN ONE VICTIM, THOSE IN WHICH MAIN VICTIMS WERE WOMEN ARE CLASSIFIED IN THE ABOVE TABLE.

3. FIGURES IN PARENTHESIS REPRESENT RATIO OF CASES IN WHICH WOMEN WERE VICTIMS

4. THOSE CASES WHERE JURIDICAL PERSONS OR ORGANIZATIONS WERE VICTIMS AND THOSE INVOLVING NO VICTIMS ARE NOT INCLUDED.

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39. ACCEPTANCE AND DISPOSAL OF PENAL CODE CRIME CASES (INDECENT ASSAULT AND RAPE)

		RECEIVED	PROSECUTION	NON-PROSECUTION			PERCENTAGE OF
			FORMAL TRIAL	SUSPENSION	OTHERS	TOTAL	PROSECUTION
1986	INDECENT ASSAULT	1.377	452	64	388	452	50.0 %
	RAPE	1.841	777	125	343	468	62.4
1987	INDECENT ASSAULT	1.305	437	76	399	475	36.1
	RAPE	1.881	803	161	360	521	60.6
1988	INDECENT ASSAULT	1.398	454	68	400	468	49.2
	RAPE	1.786	805	155	302	457	63.8
1989	INDECENT ASSAULT	1.491	528	94	402	496	51.6
	RAPE	1.627	745	134	268	307	65.2
1990	INDECENT ASSAULT	1.417	490	94	394	488	50.1
	RAPE	1.540	789	132	607	739	50.0
1991	INDECENT ASSAULT	1.479	576	92	406	498	53.6
	RAPE	1.555	818	109	268	377	63.5
1992	INDECENT ASSAULT	1.566	554	106	460	566	49.9
	RAPE	1.431	699	140	241	381	64.7

SOURCE : MINISTRY OF JUSTICE

NOTE : $\text{PERCENTAGE OF PROSECUTION} = \frac{\text{PROSECUTION}}{\text{PROSECUTION + NON-PROSECUTION}} \times 100$

40. PROSTITUTION-RELATED OFFENCES CLEARED BY APPLIED PROVISIONS

	1980	1985	1990	1991	1992
TOTAL	4.801	12.710	6.352	5.500	6.516
ANTI-PROSTITUTION LAW					
SUBTOTAL	4.419	11.617	6.124	5.287	6.315
SOLICITATION (ARTICLE 5)	885	697	313	396	477
PROCUREMENT (ARTICLE 6)	1.887	6.258	3.118	2.633	3.285
PROSTITUTION THROUGH EMBARRASMENT (ARTICLE 7)	12	7	7	6	-
RECEIVING OF COMPENSATION (ARTICLE 8)	5	-	2	2	-
ADVANCE PAYMENTS (ARTICLE 9)	21	17	3	-	27
CONTRACT TO MAKE A PERSON PROSTITUTE (ARTICLE 10)	1.073	4.193	2.491	2.015	2.311
FURNISHING OF PLACES (ARTICLE 11.1)	174	183	57	99	76
(ARTICLE 11.2)	244	136	88	91	67
BUSINESS OF MAKING A PERSON PROSTITUTE (ARTICLE 12)	93	99	24	24	55
PROVISION OF FUNDS (ARTICLE 13)	25	27	21	21	17
PENAL CODE					
INDUCEMENT TO ILLICIT INTERCOURSE (CHAPTER 22)	-	4	-	1	-
KIDNAPPING OR ABDUCTION (CHAPTER 33)	1	1	-	-	-
OTHERS	5	29	11	6	16
EMPLOYMENT SECURITY LAW					
INTRODUCTION TO HARMFUL JOBS (ARTICLE 63)	45	215	71	54	63
OTHERS	3	8	2	1	-
CHILD WELFARE LAW					
ACT OF MAKING A CHILD COMMIT LICENTIOUS ACT (ARTICLE 34.1.6)	308	691	115	133	106
OTHERS	13	135	28	17	16
LABOUR STANDARDS LAW					
INTERMEDIARY EXPLOITATION (ARTICLE 6)	-	1	-	-	-
OTHERS	7	9	1	1	-
VENEREAL DISEASE PREVENTION LAW	-	-	-	-	-

SOURCE : NATIONAL POLICE AGENCY

41. OFFENCES UNDER THE ANTI-PROSTITUTIOIN LAW

	RECEIVED	PROSECUTION			NON-PROSECUTION			PERCENTAGE OF PROSECUTION
		FORMAL TRIAL	SUMMARY PROCEEDINGS	TOTAL	SUSPENSION	OTHERS	TOTAL	
1986	3.515	1.586	1.208	2.794	605	35	640	81.4 %
1987	3.214	1.592	1.068	2.660	470	23	493	84.4
1988	2.874	1.391	872	2.263	490	36	526	81.1
1989	2.189	1.136	676	1.812	289	32	331	84.6
1990	1.953	992	626	1.618	269	15	284	85.1
1991	1.989	1.063	517	1.580	305	18	323	83.0
1992	1.967	938	471	1.409	482	22	504	73.7

SOURCE : MINISTRY OF JUSTICE

NOTE : $\text{PERCENTAGE OF PROSECUTION} = \frac{\text{PROSECUTION}}{\text{PROSECUTION + NON-PROSECUTION}} \times 100$

42. STUDENTS OF AND GRADUATES FROM THE UNIVERSITY OF THE AIR

	NUMBER OF ENROLLED STUDENTS			NUMBER OF GRADUATES		
	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE
1989				663	418	245
1ST TERM	26,076	12,813	13,263			
2ND TERM	23,971	11,960	12,011			
1990				744	447	297
1ST TERM	29,701	14,413	15,288			
2ND TERM	29,794	14,876	14,918			
1991				708	425	283
1ST TERM	34,909	17,437	17,472			
2ND TERM	39,006	18,598	20,408			
1992				855	527	328
1ST TERM	41,468	20,587	20,881			
2ND TERM	43,151	20,999	22,152			

SOURCE : MINISTRY OF EDUCATION

43. PUBLIC VOCATIONAL TRAINING FACILITIES AND TRAINEES

	PUBLIC VOCATIONAL TRAINING FACILITIES			RATIO OF TRAINEES(%)		
	TOTAL	NATIONAL	PREFECTURAL	TOTAL	FEMALE	MALE
1980	399	104	295	100.0	27.5	72.5
1985	380	104	276	100.0	20.2	79.8
1990	383	106	277	100.0	30.6	69.4
1991	382	105	277	100.0	34.0	66.0
1992	382	105	277	-	-	-

SOURCE : MINISTRY OF LABOUR

44 (1) TIME SPENT PER DAY ON ACTIVITIES BY SEX (WEEKLY AVERAGE) -

(HOURS. MINUTES)

	FEMALE				MALE			
	1976	1981	1986	1991	1976	1981	1986	1991
PRIMARY ACTIVITIES	10.42	10.44	10.30	10.30	10.41	10.44	10.20	10.19
SLEEP	7.56	7.48	7.39	7.34	8.15	8.06	7.56	7.50
PERSONAL CARE	1.07	1.03	1.10	1.15	0.52	0.50	0.51	0.56
MEALS	1.40	1.52	1.41	1.41	1.34	1.48	1.34	1.33
SECONDARY ACTIVITIES	8.04	8.01	7.54	7.46	7.38	7.43	7.41	7.33
CUMMUTING	0.21	0.23	0.23	0.25	0.43	0.50	0.47	0.47
WORK	3.21	3.11	3.02	2.59	6.03	6.04	5.58	5.46
SCHOOL WORK	0.31	0.28	0.30	0.30	0.39	0.35	0.38	0.36
HOME KEEPING	3.18	3.23	3.01	2.52	0.08	0.08	0.09	0.11
FAMILY CARE / NURSING	—	—	—	0.05	—	—	—	0.01
CHILD CARE	—	—	0.27	0.22	—	—	0.02	0.03
SHOPPING	0.34	0.36	0.32	0.33	0.04	0.06	0.07	0.09
TERTIARY ACTIVITIES	5.14	5.15	5.36	5.44	5.41	5.33	5.59	6.08
MOVING	0.14	0.11	0.21	0.22	0.18	0.13	0.22	0.21
TV, RADIO, NEWSPAPERS AND MAGAZINES	2.22	2.12	2.14	2.18	2.26	2.14	2.22	2.28
REST AND RELAXATION	0.58	1.20	1.23	1.23	0.56	1.17	1.20	1.20
STUDIES AND RESEARCHES	0.08	0.11	0.10	0.11	0.11	0.13	0.13	0.13
HOBBIES AND AMUSEMENTS	0.25	0.30	0.28	0.31	0.35	0.36	0.34	0.40
SPORTS	0.05	0.06	0.07	0.08	0.12	0.14	0.14	0.14
SOCIAL ACTIVITIES	0.04	0.02	0.02	0.05	0.05	0.02	0.02	0.05
ASSOCIATION	0.27	0.22	0.26	0.27	0.29	0.26	0.31	0.31
MEDIACAL EXAMINATION OR TREATMENT	0.13	0.09	0.10	0.10	0.12	0.07	0.08	0.08
OTHER ACTIVITIES	0.19	0.11	0.14	0.11	0.17	0.10	0.12	0.09
(DOUBLE COUNTS)								
POSITIVE ACTIVITIES	0.42	0.49	0.47	0.55	1.03	1.05	1.03	1.12
ACTIVITIES AT HOME	3.20	3.32	3.37	3.41	3.22	3.31	3.42	3.48

SOURCE : MANAGEMENT AND COORDINATION AGENCY

NOTES : 1. "HOME KEEPING" IN 1976 AND 1981 INCLUDE CHILD CARE.

2. "FAMILY CARE / NURSING" HAS BEEN CATEGORIZED SINCE 1991.

3. "SOCIAL ACTIVITIES" WAS REFERED TO AS "SOCIAL VOLUTARY ACTIVITIES" BEFORE 1986.

4. "ACTIVE LEASURES" REPRESENTS THE TOTAL OF "STUDIES AND RESEARCHES," "HOBBIES AND AMUSEMENTS," "SPORTS" AND "SOCIAL VOLUNTARY ACTIVITIES."

5. "LEASURES AT HOME" REPRESENTS THE TOTAL OF "TV, RADIO, NEWSPAPERS AND MAGAZINES" AND "REST AND RELAXATION."

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(IN DOUBLE INCOME FAMILIES)

(HOURS. MINUTES)

	WIFE		HUSBAND	
	1986	1991	1986	1991
PRIMARY ACTIVITIES	9.59	9.57	10.12	10.10
SLEEP	7.16	7.10	7.48	7.43
PERSONAL CARE	1.04	1.09	0.48	0.52
MEALS	1.39	1.38	1.36	1.35
SECONDARY ACTIVITIES	10.01	9.47	8.42	8.35
CUMMUTING	0.25	0.26	0.45	0.46
WORK	5.24	5.04	7.43	7.29
SCHOOL WORK	0.00	0.00	0.00	0.00
HOME KEEPING	3.23	3.22	0.07	0.08
FAMILY CARE / NURSING	—	0.04	—	0.01
CHILD CARE	0.18	0.16	0.02	0.03
SHOPPING	0.32	0.35	0.06	0.07
TERTIARY ACTIVITIES	4.00	4.16	5.06	5.15
MOVING	0.17	0.18	0.20	0.19
TV. RADIO. NEWSPAPERS AND MAGAZINES	1.40	1.46	2.07	2.13
REST AND RELAXATION	1.02	1.05	1.11	1.11
STUDIES AND RESEARCHES	0.05	0.05	0.06	0.06
HOBBIES AND AMUSEMENTS	0.19	0.19	0.27	0.31
SPORTS	0.05	0.06	0.10	0.10
SOCIAL ACTIVITIES	0.02	0.04	0.03	0.06
ASSOCIATION	0.18	0.18	0.27	0.27
MEDIACAL EXAMINATION OR TREATMENT	0.05	0.05	0.04	0.04
OTHER ACTIVITIES (DOUBLE COUNTS)	0.11	0.08	0.10	0.08
POSITIVE ACTIVITIES	0.29	0.34	0.46	0.53
ACTIVITIES AT HOME	2.42	2.51	3.18	3.24

SOURCE : MANAGEMENT AND COORDINATION AGENCY

NOTES : 1. "HOME KEEPING" IN 1976 AND 1981 INCLUDE CHILD CARE.
2. "FAMILY CARE / NURSING" HAS BEEN CATEGORIZED SINCE 1991.
3. "SOCIAL ACTIVITIES" WAS REFERED TO AS "SOCIAL VOLUTARY ACTIVITIES" BEFORE 1986.
4. "POSITIVE ACTIVITIES" REPRESENTS THE TOTAL OF "STUDIES AND RESEARCHES," "HOBBIES AND AMUSEMENTS," "SPORTS" AND "SOCIAL ACTIVITIES."
5. "ACTIVITIES AT HOME" REPRESENTS THE TOTAL OF "TV. RADIO. NEWSPAPERS AND MAGAZINES" AND "REST AND RELAXATION."

45. NUMBER AND CAPACITY OF DAY CARE CENTERS

	NUMBER OF DAY CARE CENTERS	CAPACITY
1980	21,960	2,128,190
1985	22,899	2,080,451
1990	22,703	1,978,989
1991	22,669	1,968,666
1992	22,637	1,958,796

SOURCE : MINISTRY OF HEALTH AND WELFARE

46. WOMEN'S PARTICIPATION IN ELECTIONS FOR THE HOUSE OF REPRESENTATIVES AND HOUSE OF COUNCILLORS

(IN THOUSANDS)

	ELIBILBE VOTERS		TURNOUT VOTERS		VOTING RATES(%)	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
HOUSE OF REPRESENTATIVES						
NOV. 1960	28.351	25.962	20.193	19.731	71.2	76.0
NOV. 1963	30.398	27.884	21.285	20.178	70.0	72.4
JAN. 1967	32.748	30.245	23.997	22.609	73.3	74.8
DEC. 1969	35.799	33.461	24.746	22.704	69.1	67.9
DEC. 1972	38.099	35.671	27.606	25.330	72.5	71.0
DEC. 1976	40.203	37.724	29.769	27.468	74.0	72.8
OCT. 1979	41.368	38.802	28.363	26.159	68.6	67.4
JUN. 1980	41.754	39.171	31.465	28.878	75.4	73.7
DEC. 1983	43.448	40.804	29.674	27.567	68.3	67.6
JUL. 1986	44.585	41.842	32.331	29.377	72.5	70.2
FEB. 1990	46.555	43.768	34.734	31.482	74.6	71.9
JUL. 1993	48.650	45.828	33.124	30.424	68.1	66.4
HOUSE OF COUNCILLORS						
JUL. 1965	31.044	28.500	20.530	19.371	66.1	68.0
JUL. 1968	34.177	31.710	23.573	21.845	69.0	68.9
JUN. 1971	36.776	34.412	21.811	20.349	59.3	59.1
JUL. 1974	38.905	36.451	28.646	26.512	73.6	72.7
JUL. 1977	40.410	37.911	27.987	25.648	69.3	67.7
JUN. 1980	41.754	39.171	31.441	28.858	75.3	73.7
JUN. 1983	43.162	40.520	24.647	23.050	57.1	56.9
JUL. 1986	44.585	41.842	32.296	29.347	72.4	70.1
JUL. 1989	46.334	43.557	30.405	28.029	65.6	64.4
JUL. 1992	48.029	45.225	24.419	22.864	50.8	50.6

SOURCE : MINISTRY OF HOME AFFAIRS

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47. NUMBER OF FEMALE DIET MEMBERS

	NATIONAL DIET MEMBERS			HOUSE OF REPRESENTATIVES			HOUSE OF COUNCILLORS		
	TOTAL	FEMALE	%	TOTAL	FEMALE	%	TOTAL	FEMALE	%
NOV. 1950	699	24	3.4	449	12	2.7	250	12	4.8
MAY. 1955	716	23	3.2	466	8	1.7	250	15	6.0
SEP. 1960	698	24	3.4	451	11	2.4	247	13	5.3
DEC. 1965	704	24	3.4	454	7	1.5	250	17	6.8
JAN. 1970	733	21	2.9	486	8	1.7	247	13	5.6
DEC. 1975	726	25	3.4	475	7	1.5	251	18	7.2
JUL. 1980	762	26	3.4	511	9	1.8	251	17	6.8
JAN. 1986	750	27	3.6	502	8	1.6	248	19	7.7
JUL. 1986	763	29	3.8	512	7	1.4	251	22	8.8
MAR. 1987	760	29	3.8	509	7	1.4	251	22	8.8
MAR. 1988	757	29	3.8	506	7	1.4	251	22	8.8
FEB. 1989	752	29	3.9	500	7	1.4	252	22	8.7
JUL. 1989	749	40	5.3	497	7	1.4	252	33	13.1
FEB. 1990	763	45	5.9	512	12	2.3	251	33	13.1
MAR. 1992	751	46	6.1	502	12	2.4	249	34	13.7
JUL. 1992	752	49	6.5	500	12	2.4	252	37	14.7
MAR. 1993	749	49	6.5	497	12	2.4	252	37	14.7
JUL. 1993	763	52	6.8	511	14	2.7	252	38	15.1

SOURCES : SECRETARIAT OF THE HOUSE OF REPRESENTATIVES
AND SECRETARIAT OF THE HOUSE OF COUNCILLORS

48. VOTING RATES IN THE UNIFIED LOCAL ELECTIONS

(%)

	1975		1979		1983		1987		1991	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
PREFECTURAL GOVERNORS	73.06	70.72	65.18	62.93	64.92	61.40	61.58	57.89	56.41	52.36
MEMBERS OF PREFECTURAL ASSEMBLIES	75.17	73.00	70.63	68.05	69.92	66.90	68.35	64.85	62.40	58.45
MAYORS OF DESIGNATED CITIES	71.47	67.50	70.78	66.32	73.81	68.04	69.44	64.34	67.31	64.02
MEMBERS OF DESIGNATED CITIES' ASSEMBLIES	66.48	62.33	59.99	55.54	62.64	57.26	61.01	55.53	54.56	48.98
MAYORS OF CITIES	78.54	75.13	77.28	73.25	74.44	70.21	72.44	68.02	69.24	63.72
MEMBERS OF CITY ASSEMBLIES	79.45	75.50	78.26	73.78	77.62	72.72	72.57	67.89	68.13	62.45
HEADS OF SPECIAL WARDS	58.08	52.63	58.25	52.26	56.94	50.41	53.79	47.62	52.68	45.65
MEMBERS OF SPECIAL WARDS' ASSEMBLIES	58.20	52.75	59.05	53.06	57.70	51.08	54.05	47.76	52.46	45.40
HEADS OF TOWNS AND VILLAGES	92.20	90.16	90.90	88.82	93.13	90.52	91.07	88.25	88.23	84.38
MEMBERS OF TOWN / VILLAGE ASSEMBLIES	93.68	91.56	93.62	91.18	93.47	90.79	91.70	88.67	89.03	85.15

SOURCE : MINISTRY OF HOME AFFAIRS

49. NUMBER OF FEMALE MEMBERS OF THE LOCAL ASSEMBLIES

	PREFECTURAL ASSEMBLIES			CITY ASSEMBLIES			TOWN & VILLAGE ASSEMBLIES			SPECIAL WARDS ASSEMBLIES			TOTAL		
	TOTAL	FEMALE	%	TOTAL	FEMALE	%	TOTAL	FEMALE	%	TOTAL	FEMALE	%	TOTAL	FEMALE	%
1980	2.833	34	1.2	20.080	441	2.2	47.221	274	0.6	1.073	73	6.8	71.207	822	1.2
1985	2.857	38	1.3	19.729	601	3.0	45.293	390	0.9	1.032	73	7.1	68.911	1.102	1.6
1990	2.798	72	2.6	19.070	862	4.5	42.728	608	1.4	1.020	91	8.9	65.616	1.633	2.5
1991	2.921	82	2.8	19.313	1.082	5.6	42.528	817	1.9	1.027	121	11.8	65.789	2.102	3.2
1992	2.896	82	2.8	19.252	1.111	5.8	42.188	844	2.0	1.024	121	11.8	65.360	2.158	3.3

SOURCE : MINISTRY OF HOME AFFAIRS

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POSTS	PERIOD
MINISTER OF HEALTH AND WELFARE	1960. 7.19 ~1960. 12. 8
DIRECTOR-GENERAL OF SCIENCE AND TECHNOLOGY AGENCY	1962. 7.18 ~1963. 7.18
DIRECTOR-GENERAL OF ENVIRONMENT AGENCY	1984. 11. 1 ~1985. 12.28
DIRECTOR-GENERAL OF ECONOMIC PLANNING AGENCY	1989. 8.10 ~1990. 2.28
DIRECTOR-GENERAL OF ENVIRONMENT AGENCY	1989. 8.10 ~1989. 8.25
CHIEF CABINET SECRETARY (MINISTER OF STATE)	1989. 8.25 ~1990. 2.28
DIRECTOR-GENERAL OF SCIENCE AND TECHNOLOGY AGENCY	1990. 12.29 ~1991. 11. 5
MINISTER OF EDUCATION	1992. 12.12 ~1993. 8. 9
MINISTER OF EDUCATION	1993. 8. 9 ~
DIRECTOR-GENERAL OF ECONOMIC PLANNING AGENCY	1993. 8. 9 ~
DIRECTOR-GENERAL OF ENVIRONMENT AGENCY	1993. 8. 9 ~

SOURCE : PRIME MINISTER'S OFFICE

51. FEMALE PARLIAMENTARY VICE-MINISTERS (SINCE 1985)

POSTS	PERIOD
VICE-MINISTER OF	
FOREIGN AFFAIRS	1984. 11. 2 ~1985. 12.28
ENVIRONMENT	1988. 7.22 ~1988. 12.28
OKINAWA DEVELOPMENT	1988. 12.28 ~1989. 6. 3
OKINAWA DEVELOPMENT	1989. 6. 3 ~1989. 8.10
LABOUR	1989. 8.10 ~1990. 2.28
HEALTH AND WELFARE	1990. 12.29 ~1991. 11. 5
LABOUR	1992. 12.26 ~1993. 8.12
MANAGEMENT AND COORDINATION	1993. 8.12 ~
SCIENCE AND TECHNOLOGY	1993. 8.12 ~

SOURCE : PRIME MINISTER'S OFFICE

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52(1) WOMEN'S PARTICIPATION IN NATIONAL ADVISORY COUNCILS

	NUMBER OF ADVISORY COUNCILS(A)	COUNCILS WITH FENALE MEMBERS(B)	RATIO B/A (%)	TOTAL NUMBER OF ADVISORY COUNCIL MEMBERS (C)	NUMBER OF FEMALE MEMBERS(D)	RATIO D/C (%)
1980	199	92	46. 2	4. 504	186	4. 1
1985	206	114	55. 3	4. 664	255	5. 5
1990	204	141	69. 1	4. 559	359	7. 9
1991	203	154	75. 9	4. 434	398	9. 0
1992	200	156	78. 0	4. 497	432	9. 6
1993	203	164	80. 8	4. 560	472	10. 4

SOURCE : PRIME MINISTER'S OFFICE

(2) WOMEN'S PARTICIPATION IN ADVISORY COUNCILS OF LOCAL GOVERNMENTS

	NUMBER OF ADVISORY COUNCILS(A)	COUNCILS WITH FEMALE MEMBERS(B)	RATIO B/A (%)	TOTAL NUMBER OF COUNCIL MEMBERS (C)	NUMBER OF FEMALE MEMBERS(D)	RATIO D/C (%)
1985	2. 075	953	45. 9	52. 614	3. 851	7. 3
1990	1. 846	1. 011	54. 8	49. 732	4. 395	8. 8
1991	1. 840	1. 053	57. 2	49. 566	4. 538	9. 2
1992	1. 804	1. 104	61. 2	49. 925	4. 798	9. 6

SOURCE : MINISTRY OF LABOUR

52(3). NUMBER OF CIVIL LIBERTIES COMMISSIONERS

	TOTAL	FEMALE	RATIO OF FEMALE(%)
1980	11,500	1,360	11.8
1985	11,500	1,611	14.0
1987	11,500	1,661	14.4
1988	12,024	1,754	14.6
1989	12,548	1,981	15.8
1990	13,072	2,339	17.9
1991	13,072	2,546	19.8
1992	13,072	2,726	21.0

SOURCE : MINISTRY OF JUSTICE

53. WOMEN'S PARTICIPATION IN SENIOR POSTS IN THE NATIONAL PUBLIC SERVICE (DIRECTOR LEVEL AND HIGHER)

	NATIONAL PUBLIC EMPLOYEES			DIRECTOR-GENERAL LEVEL			DIRECTOR LEVEL		
	TOTAL	FEMALE	RATIO OF FEMALE(%)	TOTAL	FEMALE	RATIO OF FEMALE(%)	TOTAL	FEMALE	RATIO OF FEMALE(%)
1980	248.659	34.828	14.0	1.559	3	0.2	6.459	39	0.6
1985	245.386	34.574	14.1	1.623	2	0.1	6.815	47	0.7
1990	240.502	35.143	14.6	1.627	8	0.5	7.316	61	0.8
1991	240.094	35.719	14.9	1.571	5	0.3	7.330	62	0.8

SOURCE : NATIONAL PERSONNEL AUTHORITY

NOTE : "NATIONAL PUBLIC EMPLOYEES" REFER TO THE CATEGORIES OF ADMINISTRATIVE SERVICE (I) AND DESIGNATED SERVICE (INCLUDING NEWLY ESTABLISHED PROFESSIONAL ADMINISTRATIVE SERVICE SINCE 1986)

54. WOMEN'S PARTICIPATION IN SENIOR POSTS IN LOCAL PUBLIC EMPLOYEES

(1) SENIOR POSTS IN PREFECTURAL GOVERNMENTS (DIRECTOR LEVEL AND HIGHER)

		TOTAL NUMBER OF LOCAL PUBLIC EMPLOYEES	NUMBER OF FEMALES	PERCENTAGE OF WOMEN	PERCENTAGE on JUN. 1 1991
PREFECTURAL GOVERNMENT HEADQUARTERS	TOTAL	17,533	271	1.5%	1.4%
	GOVERNOR'S SECRETARIAT	10,657	227	2.1	1.9
	BOARD OF EDUCATION	1,286	31	2.4	1.7
	OTHERS	5,590	13	0.2	0.2
BRANCH AND DISTRICT OFFICE	TOTAL	20,350	904	4.4	4.3
	GOVERNOR'S SECRETARIAT	15,957	814	5.1	5.1
	BOARD OF EDUCATION	1,482	29	2.0	1.1
	OTHERS	2,911	61	2.1	1.7

SOURCE : SURVEY CONDUCTED BY THE MINISTRY OF LABOUR ON JUN. 1. 1992.

(2) DISTRIBUTION OF WOMEN IN SENIOR POSTS IN PREFECTURAL GOVERNMENTS (HEADQUARTERS)

		WOMEN IN SENIOR POSTS	DIRECTOR-GENERAL LEVEL	DEPUTY DIRECTOR-GENERAL LEVEL	DIRECTOR LEVEL
GOVERNOR'S SECRETARIAT	NUMBER	227	16	25	186
	PERCENTAGE	(100.0%)	(7.1%)	(11.0%)	(81.9%)
	NUMBER ON JUN. 1. 1991	187	16	23	148
BOARD OF EDUCATION	NUMBER	31	0	3	28
OTHERS	NUMBER	13	2	1	10

SOURCE : SURVEY CONDUCTED BY THE MINISTRY OF LABOUR ON JUN. 1. 1992

55. NUMBER OF JUDGES

	TOTAL			JUDGES			ASSISTANT JUDGES		
	TOTAL	FEMALE	RATIO OF FEMALE	TOTAL	FEMALE	RATIO OF FEMALE	TOTAL	FEMALE	RATIO OF FEMALE
1980	2,747	76	2.8 %	2,134	43	2.0 %	613	33	5.4 %
1985	2,792	93	3.3	2,183	49	2.2	609	44	7.2
1990	2,823	141	5.0	2,214	68	3.1	609	73	12.0
1991	2,828	156	5.5	2,191	71	3.2	614	85	13.8
1992	2,835	171	6.0	2,191	71	3.2	621	100	16.1

SOURCE : SUPREME COURT

56. NUMBER OF PUBLIC PROSECUTORS

	TOTAL			FIRST CLASS PROSECUTORS			SECOND CLASS PROSECUTORS			SECOND CLASS ASSISTANT PROSECUTORS		
	TOTAL	FEMALE	RATIO OF FEMALE	TOTAL	FEMALE	RATIO OF FEMALE	TOTAL	FEMALE	RATIO OF FEMALE	TOTAL	FEMALE	RATIO OF FEMALE
1980	2,129	25	1.2 %	537	5	0.9 %	701	19	2.7 %	891	1	0.1 %
1985	2,104	27	1.3	565	3	0.5	665	23	3.5	874	1	0.1
1990	2,059	44	2.1	570	6	1.1	617	36	5.8	872	2	0.2
1991	2,049	46	2.2	555	7	1.3	617	38	6.2	877	1	0.1
1992	2,039	49	2.4	566	6	1.1	608	42	6.9	865	1	0.1
1993	2,048	57	2.8	566	6	1.1	618	48	7.8	864	3	0.3

SOURCE : MINISTRY OF JUSTICE

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57. WOMEN'S PARTICIPATION IN POLITICAL PARTIES

PARTY	YEAR	PARTY MEMBERS			MEMBERS OF THE GOVERNING BODY		
		TOTAL	FEMALE	PERCENTAGE OF WOMEN	TOTAL	FEMALE	PERCENTAGE OF WOMEN
LIBERAL	1985	1.902.814	593.547	31.2%	349	5	1.4 %
DEMOCRATIC	1987	2.516.734	839.530	33.4	447	9	2.0
PARTY	1991	2.199.251	790.309	35.9	395	6	1.5
	1992	5.465.243	2.155.270	39.4	393	6	1.5
	1993	3.827.660	1.437.909	37.6	340	4	1.2
SOCIAL	1985	65.000*	4.500*	6.9	47	3	6.4
DEMOCRATIC	1987	85.000*	8.900*	10.5	47	6	12.8
PARTY	1991	135.000*	21.000*	15.5	32	4	12.5
OF JAPAN	1992	135.000*	21.000*	15.6	31	4	12.9
	1993	149.796	26.473	17.7	32	4	12.5
KOMEITO	1985	179.000*	70.000*	39.1	41	2	4.9
	1987	193.000	80.000	41.5	44	2	4.5
	1991	213.000	93.500	43.9	59	2	3.4
	1992	216.000	95.500	44.2	41	0	0
	1993	216.000	96.849	44.8	41	3	7.3
DEMOCRATIC	1985	78.801	4.356	5.5	52	0	0
SOCIALIST	1987	88.974	5.654	6.4	56	0	0
PARTY	1991	105.423	6.582	6.2	50	2	4.0
	1992	107.710	6.689	6.2	50	2	4.0
	1993	114.226	6.933	6.1	71	3	4.2
JAPAN	1985	480.000*	180.000*	37.5	207	27	13.0
COMMUNIST	1987	480.000*	180.000*	37.5	206	30	14.6
PARTY	1991	490.000*	188.000*	38.3	206	39	18.9
	1992	490.000*	188.000*	38.3	205	39	19.0
	1993	490.000*	188.000*	38.3	205	37	18.0

SOURCE : SECRETARIATS OF THE POLITICAL PARTIES

NOTE : FIGURES WITH ASTERISK REPRESENT APPROXIMATE NUMBERS.

58. JAPANESE WOMEN IN INTERNATIONAL ORGANIZATIONS

	1980		1985		1990		1993	
	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE
UN	61	9(14.8%)	79	21(26.6%)	73	28(38.4%)	73	34(46.6%)
UNCTAD	5	0(-)	10	2(20.0)	9	3(33.3)	10	3(30.0)
UNDP	25	6(24.0)	26	13(36.1)	37	19(51.4)	33	12(36.4)
UNFPA	7	2(28.6)	7	4(57.1)	9	6(66.7)	11	6(54.5)
UNEP	3	1(33.3)	7	3(42.9)	9	4(44.4)	9	2(22.2)
UNHCER	12	3(25.0)	21	7(33.3)	28	11(39.5)	41	24(58.5)
UNICEF	10	2(20.0)	31	14(45.2)	29	16(55.2)	27	15(55.6)
UNIDO	16	3(18.8)	19	2(10.5)	31	9(29.3)	31	10(32.3)
UNU	6	1(16.7)	11	3(27.3)	3	1(33.3)	4	1(25.0)
ESCAP	25	1(4.0)	34	6(17.6)	19	5(29.4)	13	5(38.5)
ILO	20	3(15.0)	31	6(19.4)	23	4(17.4)	26	9(34.6)
FAO	34	2(5.9)	40	3(7.5)	41	6(14.6)	43	7(16.3)
WFP	-	-	4	1(25.0)	12	2(16.7)	12	3(25.0)
UNESCO	26	4(15.4)	25	7(28.0)	34	10(29.4)	36	15(41.7)
WHO	24	1(4.2)	37	4(10.8)	46	9(19.6)	44	9(20.5)
IMF	22	5(22.7)	28	7(25.0)	29	4(13.8)	31	7(22.6)
IBRD, IDA, IFC	53	14(26.4)	67	21(31.3)	98	34(37.4)	107	33(30.8)
ADB	41	0(-)	62	1(1.6)	60	4(6.7)	65	2(3.1)
OECD	32	0(-)	41	0(-)	48	6(12.5)	49	7(14.3)
ITU	11	0(-)	9	0(-)	9	1(11.1)	5	1(20.0)

SOURCE : MINISTRY OF FOREIGN AFFAIRS

59. INSTITUTIONS FOR SOCIAL EDUCATION

	CITIZEN'S PUBLIC HALLS	LOCAL INST. OF SOCIAL EDUCATION	LIBRARIES	MUSEUMS	CENTERS FOR CHILDREN AND YOUTHS	WOMEN'S CENTERS	PHYSICAL EDUCATION AND SPORTS FACILITIES
FY1978	16.452	82	1.200	493	696	89	13.662
1981	17.222	163	1.437	578	940	119	19.391
1984	17.520	282	1.642	676	1.031	100	24.605
1987	17.440	566	1.801	737	1.053	199	34.409
1990	17.347	584	1.950	790	1.154	213	

SOURCE : MINISTRY OF EDUCATION

60. WELFARE FACILITIES FOR WORKERS

	SMALL- AND MEDIUM-SIZED ENTERPRIZES RECREATION CENTERS	NATIONAL WORKING YOUTH CENTER	COMPREHENSIVE WORKER WELFARE CENTERS	WORKERS' VOCATIONAL WELFARE CENTERS	SPORTS FACILITY FOR WORKERS	COMPREHENSIVE WORKERS' WELFARE CENTERS	JOINT WELFARE FACILITY	FACILITY FOR WORKERS' OUTDOOR ACTIVITIES	WELFARE CENTERS FOR YOUNG WORKERS	CENTERS FOR WOMEN WORKERS
FY1975	6	1	2	22	165	–	62	42	313	69
FY1980	6	1	2	24	520	–	150	108	429	124
FY1985	6	1	4	24	805	–	269	152	516	195
FY1990	6	1	6	24	1,020	60	351	152	535	223

SOURCE : MINISTRY OF LABOUR

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61. COURSES OF SOCIAL EDUCATION BY SUBJECTS (FY1990)

	TOTAL	COURSES FOR CHILDREN & YOUTH	COURSES FOR ADULTS IN GENERAL	COURSES SPECIFICALLY FOR WOMEN	COURSES SPECIFICALLY FOR THE AGED	OTHERS
TOTAL	74.006	10.360	34.586	16.869	7.949	4.242
CULTURAL STUDIES	28.352	3.880	12.129	6.734	4.795	814
PHYSICAL EXERCISE AND RECREATION	16.098	4.312	6.294	2.696	1.281	1.515
HOME EDUCATION, FAMILY LIFE EDUCATION	17.175	474	10.591	4.830	357	923
VOCATIONAL KNOWLEDGE AND SKILLS	2.722	210	1.773	578	80	81
CITIZENS' CONCIOUSNESS, COMMUNITY LIFE	6.599	810	2.981	1.467	942	399
OTHERS	3.060	674	818	564	494	510

SOURCE : MINISTRY OF EDUCATION

62. NUMBER OF INSTITUTIONS OFFERING COURSES ON WOMEN'S STUDIES AND RELATED SUBJECTS BY TYPE OF INSTITUTION (FY 1990)

		TOTAL NUMBER OF INSTITUTIONS	NUMBER OF INSTITUTIONS OFFERING COURSES ON WOMEN'S STUDIES			NUMBER OF COURSES/SUBJECTS		
			WOMEN'S COLLEGES & UNIVERSITIES	COEDUCATIONAL COLLEGES & UNIVERSITIES	TOTAL	WOMEN'S COLLEGES & UNIVERSITIES	COEDUCATIONAL COLLEGES & UNIVERSITIES	TOTAL
NATIONAL	UNIVERSITIES	96	2	25	27 (28.1 %)	8	46	54
	JUNIOR COLLEGES	41	0	1	1 (2.4 %)	0	1	1
LOCAL PUBLIC	UNIVERSITIES	39	5	5	10 (25.6 %)	8	5	13
	JUNIOR COLLEGES	54	4	6	10 (18.5 %)	14	6	20
PRIVATE	UNIVERSITIES	372	42	44	86 (23.1 %)	89	78	167
	JUNIOR COLLEGES	498	102	15	117 (23.5 %)	179	29	208
UNIVERSITY OF THE AIR		1	0	0	0	0	0	0
TOTAL		1.101	155	96	251 (22.8 %)	298	165	463

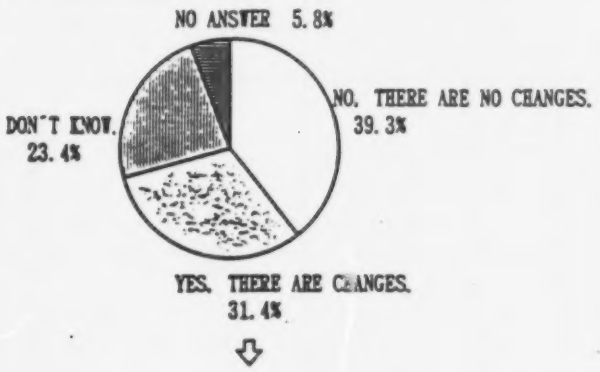
SOURCE : MINISTRY OF EDUCATION

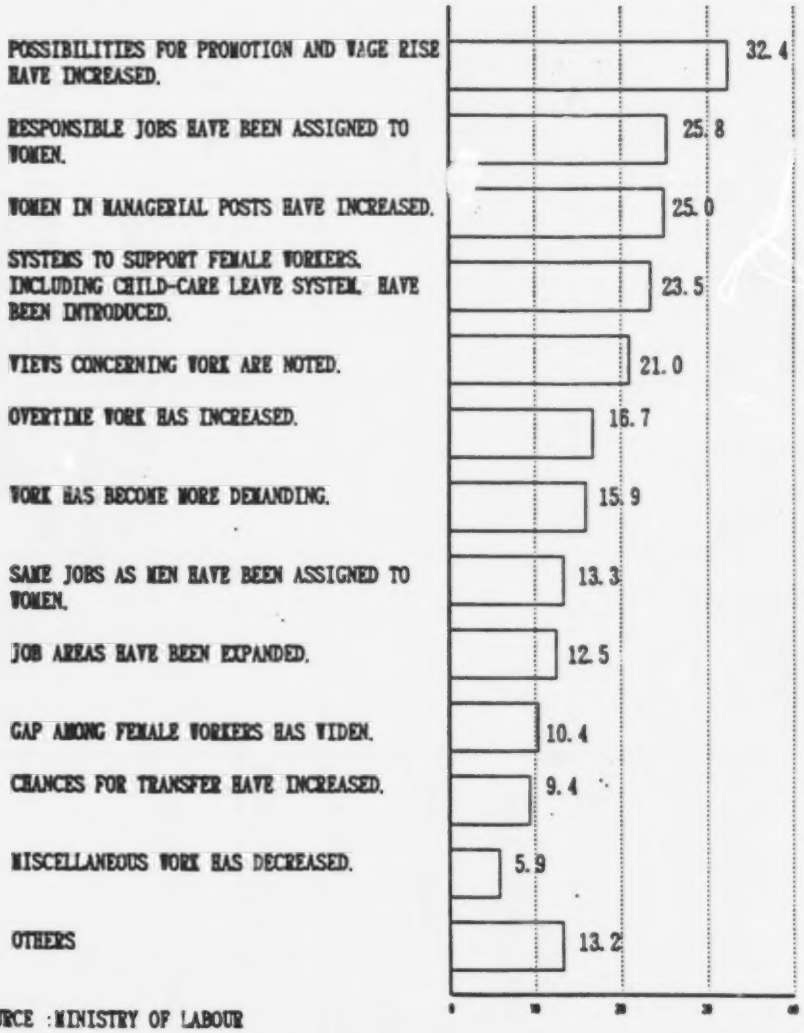
NOTE : FIGURES IN PARENTHESIS REPRESENT RATIOS OF INSTITUTIONS OFFERING COURSES ON WOMEN'S STUDIES AMONG ALL INSTITUTIONS.

63. NUMBER OF WOMEN'S CENTERS BY TYPE OF ESTABLISHING BODY (FY 1990)

TOTAL	NATIONAL GOVERNMENT	PREFECTURES	CITIES & WARDS	TOWNS	VILLAGES	MUNICIPAL SYNDICATES	JURIDICAL PERSONS
214	1	15	55	16	1	-	126

64. FEMALE WORKERS' PERCEPTION ON CHANGES IN PERSONNEL MANAGEMENT AFTER ENACTMENT OF THE EQUAL EMPLOYMENT OPPORTUNITY LAW (1990 RESEARCH)




POSSIBILITIES FOR PROMOTION AND WAGE RISE HAVE INCREASED. 32.4
RESPONSIBLE JOBS HAVE BEEN ASSIGNED TO WOMEN. 25.8
WOMEN IN MANAGERIAL POSTS HAVE INCREASED. 25.0
SYSTEMS TO SUPPORT FEMALE WORKERS, INCLUDING CHILD-CARE LEAVE SYSTEM, HAVE BEEN INTRODUCED. 23.5
VIEWS CONCERNING WORK ARE NOTED. 21.0
OVERTIME WORK HAS INCREASED. 16.7
WORK HAS BECOME MORE DEMANDING. 15.9
SAME JOBS AS MEN HAVE BEEN ASSIGNED TO WOMEN. 13.3
JOB AREAS HAVE BEEN EXPANDED. 12.5
GAP AMONG FEMALE WORKERS HAS WIDEN. 10.4
CHANCES FOR TRANSFER HAVE INCREASED. 9.4
MISCELLANEOUS WORK HAS DECREASED. 5.9
OTHERS 13.2

SOURCE : MINISTRY OF LABOUR

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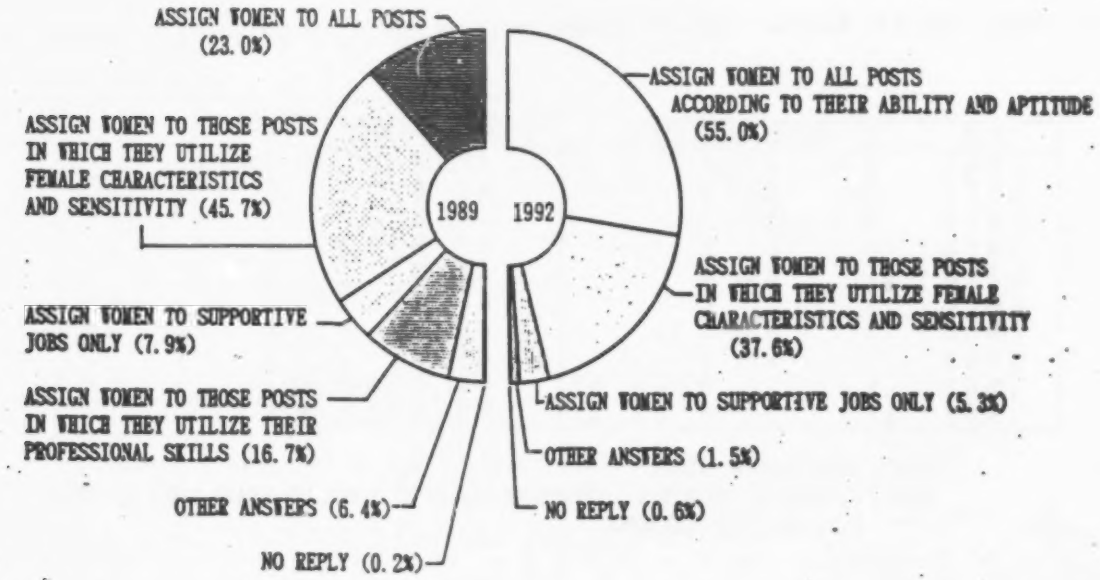
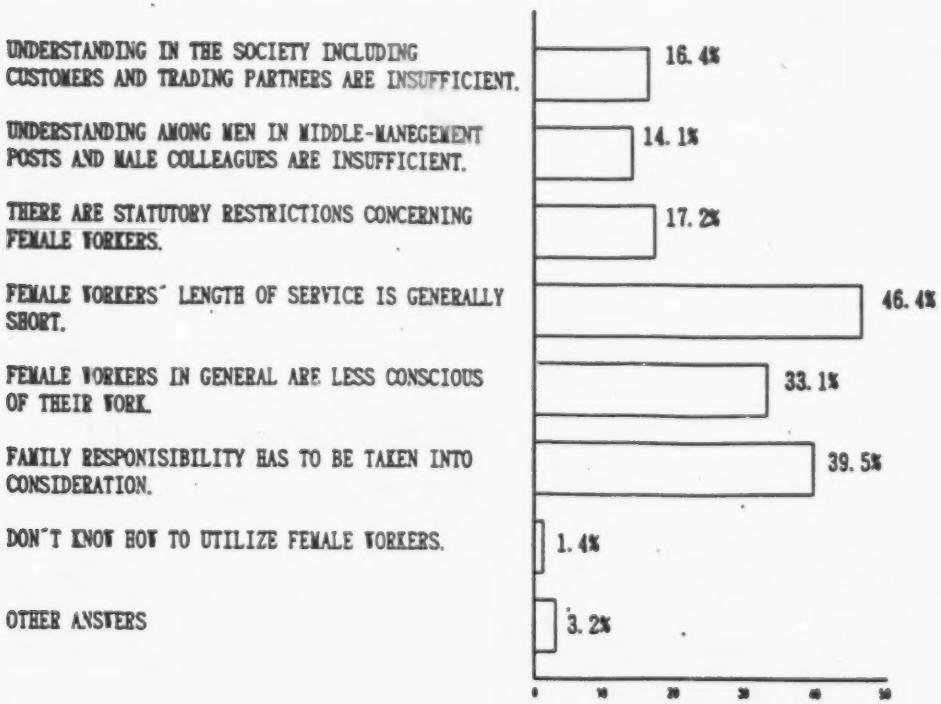
65. CHANGES IN ATTITUDES OF ENTERPRISES CONCERNING JOB ASSIGNMENT FOR WOMEN


ASSIGN WOMEN TO ALL POSTS (23.0%)
ASSIGN WOMEN TO THOSE POSTS IN WHICH THEY UTILIZE FEMALE CHARACTERISTICS AND SENSITIVITY (45.7%)
ASSIGN WOMEN TO SUPPORTIVE JOBS ONLY (7.9%)
ASSIGN WOMEN TO THOSE POSTS IN WHICH THEY UTILIZE THEIR PROFESSIONAL SKILLS (16.7%)
OTHER ANSWERS (6.4%)
NO REPLY (0.2%)
1989
1992
ASSIGN WOMEN TO ALL POSTS ACCORDING TO THEIR ABILITY AND APTITUDE (55.0%)
ASSIGN WOMEN TO THOSE POSTS IN WHICH THEY UTILIZE FEMALE CHARACTERISTICS AND SENSITIVITY (37.6%)
ASSIGN WOMEN TO SUPPORTIVE JOBS ONLY (5.3%)
OTHER ANSWERS (1.5%)
NO REPLY (0.6%)

66. OBSTACLES FOR UTILIZATION OF FEMALE WORKFORCE (ANSWERS FROM ENTERPRISES: 1992 SURVEY)


UNDERSTANDING IN THE SOCIETY INCLUDING CUSTOMERS AND TRADING PARTNERS ARE INSUFFICIENT. 16.4%
UNDERSTANDING AMONG MEN IN MIDDLE-MANEGEMENT POSTS AND MALE COLLEAGUES ARE INSUFFICIENT. 14.1%
THERE ARE STATUTORY RESTRICTIONS CONCERNING FEMALE WORKERS. 17.2%
FEMALE WORKERS' LENGTH OF SERVICE IS GENERALLY SHORT. 46.4%
FEMALE WORKERS IN GENERAL ARE LESS CONSCIOUS OF THEIR WORK. 33.1%
FAMILY RESPONISIBILITY HAS TO BE TAKEN INTO CONSIDERATION. 39.5%
DON'T KNOW HOW TO UTILIZE FEMALE WORKERS. 1.4%
OTHER ANSWERS 3.2%
0
10
20
30
40
50

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67. AVERAGE LENGTH OF MATERNITY LEAVE PER WORKER

(DAYS)

YEAR	BEFORE CHILD-BIRTH	AFTER CHILD-BIRTH
1965	34.4	46.4
1971	36.4	46.6
1973	35.1	47.3
1974	36.2	47.9
1976	36.4	48.7
1978	36.6	48.3
1981	38.5	48.8
1985	36.4	49.7
1988	37.0 (46.5)	56.0 (64.4)
1991	38.5 (52.4)	58.1 (58.8)

SOURCE : MINISTRY OF LABOUR
NOTE : FIGURES IN PARENTHESES REPRESENT LENGTH OF MATERNITY LEAVE TAKEN BY WOMEN WITH MULTIPLE PREGNANCY.

68. APPONTMENT OF EQUALITY PROMOTERS

	TOTAL NUMBER OF EQUALITY PROMOTERS
END OF FY 1988	20.361
END OF FY 1989	32.087
END OF FY 1990	40.570
END OF FY 1991	46.431
END OF FY 1992	50.234

SOURCE : MINISTRY OF LABOUR

69. NUMBER OF PREGNANT WOMEN WHO RECEIVED HEALTH CHECKS

	NUMBER OF PREGNANT WOMEN WHO RECEIVED HEALTH CHECKS
1980	312. 466
1985	252. 914
1990	160. 610
1991	148. 292
1992	151. 808

SOURCE : MINISTRY OF HEALTH AND WELFARE

70. HELATH GUIDANCE FOR PREGNANT WOMEN

	PREGNANT WOMEN		WOMEN AFTER CHILDBIRTH	
	NUMBER OF WOMEN WHO RECEIVED THEIR FIRST GUIDANCE	TOTAL NUMBER OF WOMEN WHO RECIEVED GUIDANCE	NUMBER OF WOMEN WHO RECEIVED THIER FIRST GUIDANCE	TOTAL NUMBER OF WOMEN WHO RECEIVED GUIDANCE
1980	565.171	811.123	327.860	389.666
1985	549.629	752.999	363.257	431.380
1990	497.834	638.262	357.130	422.065
1991	500.313	641.995	348.941	411.121
1992	505.430	650.320	352.455	417.151

SOURCE : MINISTRY OF HEALTH AND WELFARE

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71. NUMBER OF AIDS CASES AND HIV POSITIVES BY CAUSES OF TRANSMISSION (CUMULATIVE TOTAL AS OF JUNE 30 1993)

	NUMBER OF AIDS CASES			NUMBER OF HIV POSITIVES		
	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE
TOTAL	592	21	571	2,765	583	2,182
HETEROSEXUAL INTERCOURSE	69	13	56	523	336	187
HOMOSEXUAL INTERCOURSE	75	–	75	177	–	177
ABUSE OF DRUG INJECTION	2	–	2	8	–	8
MATERNAL TRANSMISSION	3	1	2	4	3	1
THROUGH BLOOD PRODUCTS	375	1	374	1,728	13	1,715
OTHERS/UNKNOWN	68	6	62	325	231	94

SOURCE : MINISTRY OF HEALTH AND WELFARE